

Teamwork And Entrepreneurship Performance in Sahad Stores Ltd Abuja

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Abstract

This study examines the relationship between teamwork and entrepreneurial performance within Sahad Stores Ltd, Abuja. The research focuses on understanding how collaborative efforts among employees influence business outcomes in a retail environment. A population of employees from Sahad Stores was considered, with a sample size of 80 respondents selected through stratified random sampling techniques to ensure representation across various departments. Data were collected using structured questionnaires and analyzed quantitatively to identify patterns and correlations utilizing multiple regression. The findings reveal that effective teamwork significantly enhances entrepreneurial performance by fostering innovation, improving problem-solving capabilities, and increasing operational efficiency. Furthermore, the study highlights the importance of communication, trust, and shared goals as critical components of successful teamwork in driving organizational success. These results underscore the need for management to prioritize team-building initiatives as a strategic approach to achieving sustained entrepreneurial growth.

Key Words: Teamwork, Entrepreneurial Performance, Retail Industry, Sahad Stores Ltd, Collaboration, Innovation

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I. INTRODUCTION

Entrepreneurship performance is a critical determinant of business success, particularly in highly competitive retail environments. In the context of Nigeria's economic landscape, marked by inflationary pressures and evolving consumer demands, businesses must adopt innovative strategies to remain resilient and profitable. One such strategy is fostering effective teamwork within organizations. Teamwork has been widely recognized as a key driver of organizational success, as it facilitates collaboration, enhances problem-solving capabilities, and fosters innovation (Katzenbach & Smith, 1993). For retail businesses like Sahad Stores Ltd Abuja a prominent supermarket chain in Nigeria teamwork plays an essential role in achieving operational efficiency, improving customer satisfaction, and driving entrepreneurial growth.

Sahad Stores Ltd operates within a dynamic retail sector characterized by intense competition and fluctuating market conditions. As a result, the ability to leverage teamwork to enhance entrepreneurship performance becomes crucial for sustaining its market position. Entrepreneurship performance refers to the ability of an organization to achieve its goals through innovative practices, strategic decision-making, and efficient resource utilization (Covin & Slevin, 1991). However, despite the potential benefits of teamwork in enhancing entrepreneurship performance, many organizations face challenges in effectively integrating team dynamics into their operations.

The research problem centres on understanding how teamwork influences entrepreneurship performance at Sahad Stores Ltd Abuja. While teamwork has been extensively studied in various organizational contexts globally (West et al., 2003), there is limited empirical evidence on its impact within Nigerian retail businesses. Specifically, it remains unclear how team collaboration contributes to entrepreneurial outcomes such as innovation adoption, operational efficiency, and customer satisfaction at Sahad Stores Ltd. Additionally, given the unique socio-economic challenges faced by Nigerian businesses including regulatory constraints and resource limitations it is imperative to explore whether existing teamwork practices align with the organization's entrepreneurial objectives.

This study seeks to address this gap by investigating the relationship between teamwork and entrepreneurship performance at Sahad Stores Ltd Abuja. By examining this relationship, the research aims to provide actionable insights for improving team dynamics and fostering entrepreneurial success within the organization.

To address this problem, the study tested the following hypotheses:

H₀₁: There is no significant relationship between teamwork and entrepreneurship performance in Sahad Stores Ltd.

Ho₂: There is no significant relationship between teamwork and enhancing customer satisfaction in Sahad Stores Ltd.

II. LITERATURE REVIEW

Conceptual Framework

The relationship between teamwork and entrepreneurship performance has been a subject of extensive research across various organizational contexts. Teamwork, as a collaborative effort among individuals working towards a common goal, is widely regarded as a critical factor in enhancing organizational outcomes, including innovation, productivity, and overall performance (Katzenbach & Smith, 1993). Entrepreneurship performance, on the other hand, refers to the ability of an organization to achieve its strategic objectives through innovative practices, effective decision-making, and efficient resource management (Covin & Slevin, 1991). This section reviews existing literature on the concepts of teamwork and entrepreneurship performance while exploring their interrelationship within organizational settings.

Teamwork in Organizational Contexts

Teamwork has been identified as a cornerstone of organizational success due to its ability to foster collaboration and synergy among employees. Katzenbach and Smith (1993) emphasize that high-performing teams are characterized by clear goals, mutual accountability, complementary skills, and strong commitment. These attributes enable teams to tackle complex problems more effectively than individuals working in isolation. Similarly, West et al. (2003) highlight the importance of leadership clarity in promoting team innovation and performance. In retail organizations like Sahad Stores Ltd Abuja, teamwork is particularly crucial for ensuring operational efficiency and delivering superior customer service. Research also underscores the role of team dynamics in shaping organizational outcomes. For instance, Tannenbaum et al. (2012) argue that effective communication within teams enhances decision-making processes and reduces conflicts. Furthermore, trust among team members has been shown to improve collaboration and increase overall team effectiveness (Costa et al., 2001). These findings suggest that fostering positive team dynamics can significantly contribute to achieving organizational goals.

Entrepreneurship Performance

Entrepreneurship performance encompasses various dimensions such as innovation adoption, market responsiveness, financial sustainability, and customer satisfaction (Covin & Slevin, 1991). It reflects an organization's ability to adapt to changing market conditions while leveraging opportunities for growth. According to Lumpkin and Dess (1996), entrepreneurial orientation comprising innovativeness, proactiveness, risk-taking behavior is a key determinant of entrepreneurship performance. In retail businesses like Sahad Stores Ltd Abuja operating in Nigeria's dynamic economic environment, entrepreneurship performance is influenced by factors such as competitive pressures, regulatory constraints, and consumer preferences. Studies have shown that organizations with strong entrepreneurial capabilities are better equipped to navigate these challenges and achieve sustainable growth (Miller & Friesen, 1982).

The Interrelationship Between Teamwork and Entrepreneurship Performance

The interplay between teamwork and entrepreneurship performance has garnered significant attention from researchers. Effective teamwork creates an enabling environment for innovation by facilitating knowledge sharing and collective problem-solving (West et al., 2003). For example, Edmondson (1999) highlights the concept of "team psychological safety," which allows team members to take risks without fear of negative consequences a critical factor for fostering entrepreneurial behavior. Moreover, studies have demonstrated that teamwork enhances resource utilization within organizations by promoting coordination among employees (Hoegl & Gemuenden, 2001). This is particularly relevant for retail businesses like Sahad Stores Ltd Abuja where efficient resource management is essential for maintaining competitiveness.

Theoretical Framework

The theoretical framework for this study on teamwork and entrepreneurship performance in Sahad Stores Ltd Abuja is grounded in two primary theories: the Resource-Based View (RBV) of the firm and Tuckman's Team Development Model. These theories provide a foundation for understanding how teamwork dynamics influence entrepreneurial outcomes within an organizational context.

Resource-Based View (RBV) of the Firm

The Resource-Based View (RBV), as proposed by Barney (1991), emphasizes that an organization's competitive advantage stems from its ability to utilize unique, valuable, rare, and inimitable resources effectively. Human capital, including the collective skills, knowledge, and collaboration of employees, is

considered one of these critical resources. In the context of Sahad Stores Ltd Abuja, teamwork can be viewed as a strategic resource that enhances entrepreneurial performance by fostering innovation, improving operational efficiency, and enabling better decision-making processes.

RBV suggests that when employees work cohesively as a team, they create synergies that are difficult for competitors to replicate. This synergy can lead to superior entrepreneurial outcomes such as increased adaptability to market changes and improved customer satisfaction. For instance, effective teamwork may enable Sahad Stores Ltd to identify emerging consumer trends quickly or develop innovative retail strategies that differentiate it from competitors in Abuja's dynamic retail sector.

Tuckman's Team Development Model

Tuckman's Team Development Model (1965) provides a framework for understanding the stages through which teams evolve to achieve high performance. According to Tuckman, teams progress through five stages: forming, storming, norming, performing, and adjourning. Each stage represents a critical phase in team development where members build trust, resolve conflicts, establish norms, and ultimately achieve optimal productivity.

In the context of Sahad Stores Ltd Abuja, this model helps explain how team dynamics influence entrepreneurship performance over time. For example: During the forming stage, employees at Sahad Stores may focus on understanding their roles within the team. In the storming stage, conflicts may arise due to differing perspectives on how entrepreneurial goals should be achieved. As the team progresses to the norming stage, members begin to align their efforts toward shared objectives. Finally, in the performing stage, cohesive teamwork enables innovative problem-solving and efficient execution of business strategies.

By applying Tuckman's model to Sahad Stores Ltd Abuja's operations, this study seeks to explore how different stages of team development impact entrepreneurial outcomes such as innovation adoption and market responsiveness.

Integration of Theories

The integration of RBV and Tuckman's Team Development Model provides a comprehensive framework for analyzing how teamwork influences entrepreneurship performance at Sahad Stores Ltd Abuja. While RBV highlights the strategic importance of human capital as a resource for achieving competitive advantage, Tuckman's model offers insights into how team dynamics evolve over time to enhance organizational effectiveness. Together, these theories underscore the significance of fostering strong team collaboration as a means of driving entrepreneurial success within retail businesses like Sahad Stores Ltd.

Empirical Review

Adewale, A., & Ojo, T. (2020). The role of teamwork in enhancing organizational performance. This study examined the influence of teamwork on organizational performance, focusing on retail businesses in Nigeria. The researchers employed a survey design, collecting data from 150 employees across various retail stores using structured questionnaires. The study found that effective teamwork significantly improved operational efficiency and customer satisfaction. Employees who collaborated effectively were more likely to meet organizational goals. The findings highlighted the importance of clear communication, shared goals, and mutual respect among team members as critical factors for success. Teamwork is a vital component of organizational performance in retail businesses. Retail organizations should invest in team-building activities and training programs to enhance collaboration among employees.

Ibrahim, M., & Yusuf, K. (2019). Impact of team collaboration on entrepreneurial innovation: Insights from Nigerian supermarkets. This research explored how team collaboration influences entrepreneurial innovation within Nigerian supermarkets. A mixed-methods approach was used, combining interviews with managers and surveys distributed to employees at five major supermarkets, including Sahad Stores Ltd Abuja. Collaborative teams were more likely to generate innovative ideas that improved product offerings and service delivery. The study emphasized that diversity within teams fostered creativity, which is essential for entrepreneurship performance in competitive markets like Abuja's retail sector. Team collaboration is a catalyst for innovation in entrepreneurial ventures. Supermarkets should encourage cross-functional teamwork to leverage diverse perspectives for innovation.

Okafor, C., & Ezeh, P.-N., (2021). Relationship between team dynamics and business growth. This study investigated the relationship between team dynamics and business growth among medium-sized enterprises in Abuja, including Sahad Stores Ltd. A longitudinal study was conducted over two years, tracking the performance metrics of businesses with varying levels of team cohesion. Data were collected through interviews and financial reports analysis. Businesses with strong team dynamics experienced higher growth rates compared to those with weak or fragmented teams. Effective leadership was identified as a key factor influencing positive team dynamics and subsequent business growth outcomes. Strong team dynamics are

essential for sustained business growth in competitive markets like Abuja's retail sector. Managers should focus on building trust among team members to strengthen cohesion and drive growth.

Akinbode, J., & Alaka, N. (2019). The impact of teamwork on organizational performance . This study by Akinbode and Alaka (2019) examined how teamwork influences organizational performance in Nigerian retail businesses, focusing on operational efficiency and customer satisfaction. The researchers employed a survey design, distributing structured questionnaires to 200 employees across five retail stores in Abuja, including Sahad Stores Ltd. Data were analyzed using regression analysis. The study found that effective teamwork significantly improves operational efficiency and enhances customer satisfaction. Employees who collaborated effectively reported higher productivity levels. The findings highlighted the importance of communication, trust, and shared goals in fostering teamwork within retail organizations. However, challenges such as poor leadership and resource constraints were noted as barriers to effective teamwork. The study concluded that teamwork is a critical driver of organizational success in the retail sector. It recommended regular team-building activities and leadership training to enhance team dynamics.

Okeke, C., Adeyemi, T., & Musa, I. (2020). Team collaboration as a driver of innovation adoption: Evidence from Nigerian supermarkets. This research by Okeke et al. (2020) explored the relationship between team collaboration and innovation adoption in Nigerian supermarkets, with a focus on Sahad Stores Ltd Abuja. A mixed-methods approach was used, combining interviews with managers and surveys of employees at Sahad Stores Ltd. Data were analyzed using thematic analysis for qualitative data and correlation analysis for quantitative data. The study revealed a positive correlation between team collaboration and the adoption of innovative practices such as digital payment systems and inventory management software at Sahad Stores Ltd. The findings emphasized that collaborative teams are more likely to embrace change and implement innovative solutions effectively. However, resistance to change among some employees was identified as a challenge. The study concluded that fostering a culture of collaboration is essential for driving innovation in retail businesses. It recommended providing training programs to help employees adapt to new technologies.

Eze, P., Okechukwu S (2021). Influence of Leadership Style on Teamwork Effectiveness. This study by investigated how different leadership styles affect teamwork effectiveness in Nigerian retail organizations like Sahad Stores Ltd Abuja. A cross-sectional survey design was adopted, involving 150 employees from various departments at Sahad Stores Ltd Abuja. Transformational leadership was found to have the most significant positive impact on teamwork effectiveness compared to transactional or laissez-faire leadership styles. The results suggested that leaders who inspire their teams through vision-sharing foster better collaboration among team members. It was concluded that transformational leadership should be encouraged within organizations like Sahad Stores Ltd to improve teamwork outcomes.

Eze, C., Okonkwo, P., & Uchechukwu, A. (2019). Team dynamics and entrepreneurial innovation. This study by Eze et al. (2019) examined the relationship between team dynamics and entrepreneurial innovation within Nigerian retail businesses, focusing on how collaborative efforts influence product development and service delivery. A case study approach was adopted, with Sahad Stores Ltd serving as the primary case organization. Data were collected through structured questionnaires distributed to 120 employees across various departments. Statistical analysis was conducted using SPSS software to determine correlations between teamwork variables (e.g., trust, leadership support) and innovation metrics. The results revealed a strong positive correlation between effective team dynamics and entrepreneurial innovation ($r = 0.78$). Teams characterized by high levels of trust and leadership support were more likely to introduce innovative products and services. At Sahad Stores Ltd, departments with stronger team cohesion reported faster implementation of new ideas compared to less cohesive teams. The discussion emphasized the role of supportive leadership in fostering an environment conducive to innovation. It was observed that leaders who encouraged collaboration among employees facilitated better problem-solving outcomes. The study concluded that improving team dynamics is essential for driving entrepreneurial innovation in retail businesses like Sahad Stores Ltd. It recommended that management prioritize leadership training programs focused on building trust within teams.

Oktavia, Agustina Nancy; Sarwok, Endi; Harianto, Eric (2025). The Influence of Entrepreneurial Leadership on Employee Performance with the Role of Mediation of Organizational Culture and Teamwork in the Property Industry of PT. Panasia Griya Mekarasri. This research examined the influence of entrepreneurial leadership on employee performance with organizational culture and teamwork as mediating variables. This research uses quantitative methods with a survey approach, involving 43 employees of PT. Panasia Griya Mekarasri was selected using purposive sampling. Data will be collected through a questionnaire with a 5-point Likert Scale and analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM). The research results reveal that Entrepreneurial Leadership has no impact on employee performance, Entrepreneurial Leadership has a positive and significant influence on organizational culture, Entrepreneurial Leadership has a positive and significant influence on teamwork, Organizational culture has a positive and significant influence on employee performance, Collaboration teams have a positive and significant influence on employee performance, Teamwork positively mediates the influence of Entrepreneurial Leadership on employee

performance, Teamwork positively mediates the influence of Entrepreneurial Leadership on employee performance.

Fuel, P., Pardo-del-Val, M., & Revuelto-Taboada, L. (2022). This research to fill a gap by using the psychometric instrument DISC. This research analyzes entrepreneurship by opportunity, evaluating the performance of 109 Colombian companies and the composition of their entrepreneurial teams. The results obtained provide the basis for better understanding of the make-up of entrepreneurial teams, considering the variances and interdependencies of the competency development level among their members. They reveal that identifying the similarity or heterogeneity in certain groups of competencies, as well as how developed they are, can have an impact on the ventures' success. The cluster analysis carried out suggests that highly developed competencies associated with the 'dominance' dimension in the members of an entrepreneurial team are essential. These must be above-average in heterogeneous levels among the team members. They must also be accompanied by the 'steadiness' competency provided by the team-oriented partners, as well as an average, homogeneous level of competencies associated with 'conscientiousness' if the new business is to achieve good financial results in its early years. The 'influence' dimension did not play a significant role. The teams made up of more homogeneous partners obtained the poorest financial results. Furthermore, the study provides new perspectives for measuring business performance in a venture, as well as for evaluating the relationships between the entrepreneurial team's competencies and the company's results in the first years of business. Accordingly, it offers inputs for future research.

Study Gaps

Despite these insights into the relationship between teamwork and entrepreneurship performance globally, there remains limited empirical evidence specific to Nigerian retail businesses. Given the unique socio-economic challenges faced by organizations in Nigeria including infrastructural deficits and regulatory hurdles it is important to explore how teamwork practices influence entrepreneurial outcomes within this context. While existing studies provide valuable insights into the relationship between teamwork and entrepreneurship performance globally (Katzenbach & Smith; Covin & Slevin), there is a paucity of research focusing on Nigerian retail businesses like Sahad Stores Ltd Abuja. Specifically:

Limited studies examine how team dynamics influence entrepreneurial outcomes such as innovation adoption or customer satisfaction. There is insufficient understanding of whether existing teamwork practices align with the unique challenges faced by Nigerian businesses. Few studies address how cultural factors impact teamwork effectiveness within Nigerian organizations. Addressing these gaps will provide actionable insights for improving team dynamics and fostering entrepreneurial success at Sahad Stores Ltd Abuja.

Existing literature highlights the critical role of teamwork in enhancing entrepreneurship performance across various organizational contexts. However, there remains a need for context-specific research focusing on Nigerian retail businesses like Sahad Stores Ltd Abuja. By investigating this relationship further through empirical analysis tailored to Nigeria's unique socio-economic environment, future studies can contribute valuable insights into improving both teamwork practices and entrepreneurial outcomes.

III. METHODOLOGY

A descriptive survey research design is adopted for this study. This design is suitable because it enables the researcher to collect data from a sample population and describe the characteristics, behaviors, or opinions of employees regarding teamwork and entrepreneurship performance within Sahad Stores Ltd. A survey research design was conducted using structured questionnaires to collect data on teamwork practices, entrepreneurial performance metrics, and related variables.

The target population for this study consists of all 102 employees working at Sahad Stores Ltd., Abuja. A stratified random sampling method was used to ensure representation from all departments within Sahad Stores Ltd distributed across various roles, including management, sales, customer service, logistics, and support staff. Out of the total population of 100 employees, a sample size of 80 participants was determined using Krejcie and Morgan's sample size determination table. This sample size ensures adequate representation while maintaining feasibility for data collection. Krejcie, R.V., & Morgan, D.W. (1970).

Primary data were collected through structured questionnaire designed based on validated scales on teamwork and entrepreneurship performance. The questionnaire included 5 Likert-scale items measuring dimensions such as team communication effectiveness, innovation capacity, sales growth, collaboration and customer satisfaction. The survey was administered both online (via Google Forms) and in person to accommodate employee preferences.

Data analysis include descriptive statistics (mean, standard deviation) were used to summarize responses related to teamwork practices and entrepreneurial performance. Inferential statistics correlation analysis and multiple regression were employed to examine relationships between teamwork and entrepreneurship performance variables. SPSS version 30.0.0.0 was utilized for statistical analysis to ensure

accuracy and reliability. The validity of the study was confirmed through a pilot study involving 20 employees from Sahad Stores Ltd. Reliability was assessed using Cronbach's alpha consistency as shown in table 1 with all variable achieving values above 0.70, including strong internal experts in entrepreneurship and management reviewed the questionnaire to confirm its relevance and accuracy and consistency. To test the research hypotheses, correlation and multiple regression analysis is employed. The multiple regression model used is: $y = \beta_0 + \beta_1 x_1 + \beta_2 x_2 + \dots + \beta_n x_n + \varepsilon$ β_0 = Intercept, β_1 = Regression coefficient and ε = Error term

Where:

Entrepreneurship Performance Y= Dependent variable (Sales Growth and Customer Retention), Teamwork X= Independent variable (Effective Communication, Team Collaboration, Work Environment Quality, Shared Goals and Vision),

Table 1: Reliability Analysis

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.976	.977	20

Presentation of Data Analysis

Table 2: Response Rate

Description	Number	Percentage (%)
Total Questionnaires Distributed	100	100
Completed and Returned	80	80
Unreturned	20	20

Source: Field Survey, (2025)

A total of 100 questionnaires were distributed to staff of Sahad Store Ltd in Abuja. Out of these, 80 were completed and returned, representing a response rate of 80%. This response rate is considered adequate for analysis, as it surpasses the 60% threshold recommended on research surveys by Creswell, J. W., & Creswell, J. D. (2018).

Demographic Characteristics of Respondents

Table 3 presents the demographic characteristics of the respondents, including gender, age, educational qualification, years of experience, and business sector.

Table 3: Demographic Characteristics of Respondents

Variable	Category	Frequency	Percentage (%)
Gender	Male	62	77.5
	Female	18	22.5
Age Group	20-30 years	27	33.8
	31-40 years	42	52.5
	41-50 years	10	12.5
	51 years & above	1	1.2
Education Level	SSCE	38	47.8
	Diploma	26	32.5
	Bachelor's Degree	11	13.7
	Master's Degree	5	6.2
Years of Experience	1-5 years	31	38.7
	6-10 years	46	57.5
	Above 10 years	3	3.7
Department	Sales	29	36.5
	Procurement	13	16.3
	Finance	5	6.2
	Others	33	41.2

(SPSS) version 26 Output

The analysis of demographic data indicates that the majority of respondents (77.5%) were male, while 22.5% were female. Most respondents (52.2%) fell within the 31-40 years age bracket, followed by 20 -30 years

(33.8%), indicating that middle-aged individuals dominate the workforce of Sahad Store. In terms of educational qualification, 6.2% had a master's degree, with relevance of formal education in entrepreneurship while 13.7% of respondents had a bachelor's degree. Additionally, 57.5% of the respondents had more than five years' experience of working as a team, signifying a considerable level of cohesion.

Descriptive Statistics

Descriptive statistics were computed to examine the central tendencies and dispersion of key variables, sales growth rate, effective communication, collaboration, Innovative solutions and new product and service. Table 4 summarizes the means and standard deviations of these variables.

Table 4: Descriptive Statistics

Variables	Mean	Std. Deviation	N
Sales Growth Rate	4.58	.776	80
Effective communication	4.25	1.164	80
Collaboration	4.23	1.102	80
Innovative solutions	4.66	.871	80
New products or services	3.75	1.307	80

Source: SPSS Output Version 30.0.0.0

The descriptive analysis reveals that Sales Growth have a mean score of 4.28 (SD = .776), suggesting that most respondents rated Sales Growth as relatively high. Effective Communication recorded a mean score of 4.25 (SD = 1.164), indicating a strong presence of communication among teams and managers. Collaborations had a mean score of 4.23 (SD = 1.102), Innovation recorded a mean of 4.66 (SD = .871) while New Product or Service recorded a mean of 3.75 (SD = 1.307), showing a generally positive performance among the sampled employees.

Correlation Analysis

Pearson correlation analysis was conducted to examine the relationships among technical skills, managerial skills, innovation performance, and market performance. The results are presented in Table 5.

Table 5: Correlation Analysis

		Sales Growth Rate	Effective communication within teams	Collaboration within teams	Innovative solutions to business challenges	Introduction of new products or services
Pearson Correlation	Sales Growth Rate	1.000	.862	.853	.891	.793
	Effective communication	.862	1.000	.962	.821	.924
	Collaboration	.853	.962	1.000	.832	.927
	Innovative solutions	.891	.821	.832	1.000	.770
	Introduction of new products or services	.793	.924	.927	.770	1.000

Source: SPSS Output Version 30.0.0.0 **Note: $p < 0.01$** (significant correlation at the 1% level).

The findings indicate a significant positive correlation between sales growth rate and effective communication ($r = .862$, $p < 0.01$), collaborations ($r = .853$, $p < 0.01$), innovative solution ($r = .891$, $p < 0.01$), and introduction to new product or service ($r = .793$, $p < 0.01$) suggesting that teamwork is strongly associated with enhanced organizational performance.

Regression Analysis

To test the hypotheses, multiple regression analysis was conducted, examining the impact of effective communication, innovative solutions, collaboration and introduction of new products on sales growth rate for entrepreneurship performance proxies.

Test of Hypothesis

Testing of Hypothesis One

H₀₁: There is no significant relationship between teamwork and entrepreneurship performance in Sahad Stores Ltd.

Table 6. Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square	F Change	df1	df2	Change Statistics
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					Change				Sig. F Change
1	.920 ^a	.847	.838	.312	.847	103.419	4	75	<.001

a. Predictors: (Constant), Introduction of new products or services, implementing Innovative solutions, Effective communication, Collaboration within teams.

b. Dependent Variable: Sales Growth Rate

Source: SPSS Output Version 30.0.0.0

Table 7. ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	40.252	4	10.063	103.419	<.001 ^b
	Residual	7.298	75	.097		
	Total	47.550	79			

a. Dependent Variable: Sales Growth Rate

b. Predictors: (Constant), Introduction of new products or services. Implementing innovative solutions. Effective communication, Collaboration within teams

Source: SPSS Output Version 30.0.0.0

Table 8. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.069	.205		5.211	.891
	Innovative solutions	.496	.073	.557	6.757	<.001

Source: SPSS Output Version 30.0.0.0

Result: the null hypothesis was Rejected. The regression analysis shows a significant positive relationship between teamwork proxies and sales growth rate performance ($p < 0.01$).

Testing of Hypothesis Two

Ho₂: There is no significant relationship between teamwork and enhancing customer satisfaction in Sahad Stores Ltd.

Table 9. Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			
						F Change	df1	df2	Change Statistics Sig. F Change
1	.917 ^a	.840	.832	.274	.840	98.697	4	75	<.001

a. Predictors: (Constant), Building long-term relationships with customers. consistent and high-quality customer service. Shared goals. Overall shopping experience for customers at Sahad Stores

b. Dependent Variable: Customer Retention Rates

Source: SPSS Output Version 30.0.0.0

Table 10. ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.570	4	7.392	98.697	<.001 ^b
	Residual	5.618	75	.075		
	Total	35.188	79			

a. Dependent Variable: Customer Retention Rates

b. Predictors: (Constant), Building long-term relationships with customers, consistent and high-quality customer service, shared goals, overall shopping experience for customers

Source: SPSS Output Version 30.0.0.0

Table 11. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	-.294	.564		-.521	.604
	Shared goals within teams leads to achievement of organizational objectives?	.923	.114	.793	8.127	<.001

Source: SPSS Output Version 30.0.0.0

The results show that shared goals within teams significantly impact entrepreneurship performance ($\beta = .923$, $t = 8.127$, $p < 0.01$). The R-squared value of .840 suggests that 84% of the variation in customer retention rate is attributable to shared goals within teams which leads to achievement of organizational objectives.

Result: the null hypothesis was Rejected. The regression analysis indicates a significant positive relationship between building long-term relationships with customers, consistent and high-quality customer service, Shared goals, Overall shopping experience and entrepreneurship performance ($p < 0.01$).

IV. Discussion of Findings

The findings of this study align with previous empirical research, demonstrating that Teamwork is often credited with fostering an environment conducive to innovation and creativity. In the context of Sahad Stores Ltd, effective teamwork can lead to the generation of novel ideas that enhance product offerings and improve customer service. According to The Oxford Handbook of Group Creativity and Innovation, (Sawyer, 2012), teams that collaborate effectively are more likely to engage in creative problem-solving, which is essential for maintaining competitive advantage in the retail sector. The significant relationship between teamwork and entrepreneurship performance supports the Resource-Based View (RBV), which asserts that internal competencies contribute to competitive advantage (Anoke et al., 2022).

Teamwork significantly influences organizational culture by promoting values such as collaboration, trust, and mutual respect. These cultural attributes are vital for sustaining long-term entrepreneurial success at Sahad Stores Ltd. As discussed in *Corporate Culture: The Ultimate Strategic Asset*, a strong culture rooted in teamwork can drive employee engagement and loyalty, which are key components of sustained business growth.

V. Conclusion

The study concluded that the relationship between teamwork and entrepreneurship performance at Sahad Stores Ltd in Abuja is pivotal for fostering innovation, enhancing productivity, and achieving sustainable growth. The study revealed that effective teamwork not only facilitates better communication and collaboration among employees but also drives entrepreneurial initiatives that can lead to improved business outcomes. The synergy created through collaborative efforts allows for a more agile response to market demands and customer needs, ultimately positioning Sahad Stores Ltd as a competitive player in the retail sector.

VI. Recommendations

Based on the conclusion, the following recommendations were made:

- i. Organize regular team-building exercises that focus on improving interpersonal relationships and communication skills among employees. These activities should be designed to foster trust, collaboration, and a shared sense of purpose, which are essential for effective teamwork.
- ii. Promote cross-functional teams that bring together employees from different departments to stimulate innovative ideas and solutions by leveraging diverse perspectives and expertise. By creating an environment where employees feel empowered to collaborate across functions, as well the company can enhance its entrepreneurial performance and adaptability in a dynamic market.

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