

**Qualitative Analysis of Khorasan's Higher Education
Administrators' Viewpoint on University Teambuilding and
Teamwork (Case Study: Ferdowsi University of Mashhad)**

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Abstract

Management before being managing people is managing the work teams, and team-building and teamwork is a priority for every system and organization. Also, managers need to recognize teams because they are a reality of organizational life and they make up building components of an organization. Team-building and teamwork at the University helps to outline a clear vision and shared goals, and creating a sense of trust among human resources, provokes their sense of commitment and responsibility. The purpose of this study was to identify and analyze the perspective of higher education administrators of Khorasan on team-building and teamwork using qualitative approach and the case study method, and Ferdowsi University of Mashhad that is the most important and influential center of higher education in Khorasan was selected for case study. In order to collect data semi-structured interviews, based on the critical concepts derived from reviewing records and references and exploratory interviews, were used. The Statistical population

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included all managers of Ferdowsi University of Mashhad, of which 14 were selected using purposive sampling method. For data analysis, content analysis, and open and axial coding was used. The results of the interviews showed that higher education administrators have a good view and understanding of characteristics of team-building and teamwork at the University (Including 2 overall team structure and team relations categories and 10 subcategories, the concept of goal-orientation, team and organization combination, decision-making network, system feedback, leadership, openness and honesty, unity and trust, cooperation and conflict, commitment and participation, communication), and have a good base and spirit about team building and teamwork.

Keywords: Teambuilding, Teamwork, Higher education, Ferdwosi university of Mashhad.