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An Analytical Study of Collaborative Art Projects and Their Impact on Improving Teamwork Skills

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ABSTRACT: In both professional and academic contexts, collaboration is an essential ability that promotes interpersonal growth, communication, and problem-solving. This analytical study investigates how cooperative art projects can improve cooperation abilities in a variety of group settings. This study explores how participating in group creative processes fosters collaboration, flexibility, leadership, and conflict resolution among participants by combining psychological, educational, and artistic viewpoints.

Data was collected from several case studies involving student organizations, work teams, and community art projects using both qualitative and quantitative approaches. Prior to, during, and following their participation in group artistic endeavors, participants' experiences with collaboration were evaluated through surveys, interviews, and observational studies. According to research, group art projects are useful instruments for increasing inclusivity in team dynamics, facilitating creative problem-solving, enhancing nonverbal communication, and establishing trust. The study also emphasizes how organized artistic endeavors foster an atmosphere in which individuals can experiment with various roles, grow in emotional intelligence, and have productive conversations, all of which improve collaboration and output.

By showcasing the usefulness of art-based treatments in professional and educational settings, this study adds to the larger conversation on teamwork development. It implies that group effectiveness and interpersonal skills can be greatly improved by incorporating collaborative artistic practices into academic courses, corporate environments, and training programs. The study ends with suggestions for putting structured creative collaboration techniques into practice in order to enhance group problem-solving skills and maximize team dynamics.

Methods

This study employs a mixed-methods approach, combining qualitative and quantitative research techniques to analyze the impact of collaborative art projects on teamwork skills. The methodology is structured into three primary phases: participant selection, data collection, and data analysis.

Results

The study demonstrates that group art projects are a useful instrument for fostering teamwork in a variety of academic and professional contexts. Through cooperative execution and innovative problem-solving, participants enhanced their capacity for leadership, communication, and adaptation in group settings. These results imply that including collaborative art projects into educational programs, training courses, and workplace development tactics can greatly improve interpersonal relationships and teamwork effectiveness.

I. INTRODUCTION

A key component of success in the workplace, in the classroom, and in personal life is teamwork. Working well in a team has become a critical skill across many disciplines in a time when innovation, problem-solving, and productivity all depend on teamwork. But developing great teamwork abilities calls for more than simply conventional group activities; it calls for opportunities for experience learning that promote emotional intelligence, creativity, communication, and adaptability. Collaborative art projects are one such approach that has drawn more and more attention as a means of fostering teamwork.

Art, which is sometimes regarded as an expressive and personal endeavor, possesses the exceptional capacity to transcend boundaries and cultivate profound ties between people. When viewed as a cooperative endeavor, artistic endeavors necessitate the use of shared decision-making, problem-solving, and joint execution—all of which are essential components of productive cooperation. Collaborative art offers a captivating and immersive platform where



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people may practice important interpersonal skills in a low-stakes, creative, and inclusive context, whether in academic settings, corporate workplaces, or community efforts.

By investigating how involvement in creative group activities affects communication, leadership, flexibility, conflict resolution, and overall team cohesion, this study investigates the effect of collaborative art projects on improving teamwork abilities. This study aims to empirically demonstrate how collaborative artistic endeavors support individual and group development within teams using a combination of qualitative and quantitative research approaches.

1.1 Research Objectives

The primary objectives of this study are:

1. To analyze the role of collaborative art projects in developing teamwork skills such as communication, problem-solving, adaptability, and leadership.
2. To examine the impact of artistic collaboration on group dynamics, including trust-building, role distribution, and conflict resolution.
3. To assess participants' experiences and perceptions regarding teamwork before, during, and after engaging in collaborative art activities.
4. To provide insights and recommendations on integrating artistic collaboration into professional and educational settings for enhanced team-building outcomes.

1.2 Significance of the Study

Conventional team-building exercises frequently emphasize organized activities like role-playing, simulations, and workshops. Despite their effectiveness, these techniques may come across as forced, which causes resistance and disengagement. On the other hand, group art projects provide a more natural and engaging method of developing teamwork. Effective teamwork in real-world situations requires participants to welcome multiple viewpoints, negotiate ideas, explore creative problem-solving, and engage in a non-hierarchical interchange of ideas, all of which are fostered by artistic collaboration.

Additionally, by enabling people to express themselves in methods other than verbal communication, collaborative art promotes inclusivity and emotional intelligence. This feature is especially helpful in heterogeneous teams when communication hurdles may arise due to personal, language, or cultural differences. Stronger and more resilient team dynamics result from members developing a sense of mutual respect, trust, and collective ownership through a shared creative process.

1.3 Research Scope and Structure

This study examines teamwork development through collaborative art projects in multiple settings, including educational institutions, corporate environments, and community initiatives. By analyzing the experiences of students, professionals, and community members, this research provides a comprehensive understanding of how creative collaboration influences teamwork across different contexts.

The paper is structured as follows:

Literature Review: Analyzes existing studies on teamwork development, collaborative learning, and art-based interventions.

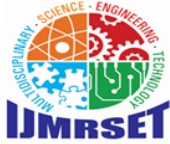
Methodology: Details the research design, including participant selection, data collection methods, and analytical techniques.

Results: Presents quantitative and qualitative findings on the impact of collaborative art projects on teamwork skills.

Discussion: Interprets key findings, compares them with existing research, and highlights implications for real-world applications.

Conclusion and Recommendations: Summarizes the study's contributions, suggests practical implementations, and proposes future research directions.

By bridging the fields of art, psychology, and team development, this study aims to provide valuable insights into how creative collaboration can serve as a powerful tool for enhancing teamwork skills. As workplaces and educational institutions increasingly emphasize interdisciplinary collaboration and innovative thinking, understanding the role of artistic teamwork can offer new perspectives on fostering effective, adaptable, and cohesive teams. Through empirical



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analysis, this research seeks to demonstrate that collaborative art projects are not just creative exercises but transformative experiences that cultivate essential skills for professional and personal growth.

II.LITERATURE REVIEW

2. Literature Review

In a variety of contexts, such as the workplace, community organizations, and educational institutions, collaborative art projects have become acknowledged as powerful instruments for promoting communication, creativity, and teamwork. This study of the literature looks at important theoretical frameworks, empirical research, and real-world applications to investigate how collaborative art improves teamwork.

2.1 Theoretical Frameworks

Several theories support the role of collaborative art in teamwork:

1. **Constructivist Learning Theory** – This theory, advocated by Vygotsky (1978), emphasizes social interaction as a key component of learning. Collaborative art projects provide a shared space for participants to construct knowledge together, fostering teamwork.
2. **Social Interdependence Theory** – Developed by Deutsch (1949) and expanded by Johnson & Johnson (1989), this theory suggests that individuals working toward a common goal develop positive interdependence, improving cooperation and communication.
3. **Flow Theory** – Csikszentmihalyi (1990) describes "flow" as a state of deep engagement that enhances creativity and teamwork. Collaborative art projects often induce flow states, leading to heightened group cohesion and efficiency.

2.2 Empirical Studies on Collaborative Art and Teamwork

1. Collaborative Art in Educational Settings

Studies indicate that incorporating collaborative art into education improves teamwork among students. For example, a study by Hetland et al. (2007) on studio thinking found that students engaged in group art projects developed problem-solving and communication skills. Another study by Winner, Goldstein, & Vincent-Lancrin (2013) concluded that art fosters collaboration by encouraging students to negotiate and share ideas.

2. Workplace Collaboration through Art

Collaborative art has been employed in corporate settings to enhance teamwork and creativity. A study by Barry & Meisiek (2010) found that companies using visual arts in team-building workshops reported improved trust and cooperation among employees. Similarly, Schiuma (2011) argued that art-based interventions in business settings help employees break down hierarchical barriers and collaborate more effectively.

3. Community-Based Collaborative Art Projects

Research shows that community art projects promote social cohesion and teamwork. A study by Cohen-Cruz (2010) on participatory art initiatives found that community members engaged in joint artistic efforts developed stronger social bonds and a sense of collective ownership. Lacy (1995) also highlighted how collaborative murals and public art projects encourage teamwork by involving diverse groups in shared creative processes.

2.3 Key Benefits of Collaborative Art for Teamwork

1. **Enhanced Communication** – Collaborative art encourages open dialogue and non-verbal communication, making it an effective tool for diverse teams.
2. **Problem-Solving Skills** – Artistic collaboration requires negotiation and collective decision-making, strengthening problem-solving abilities.
3. **Empathy and Trust** – Working on shared creative projects fosters emotional connections and trust among participants.
4. **Creativity and Innovation** – The non-linear nature of artistic collaboration stimulates new perspectives and innovative thinking.

2.4 Challenges and Considerations

Despite its benefits, collaborative art in teamwork settings may face challenges such as:

Differing Skill Levels – Participants may have varying artistic abilities, leading to imbalances in contributions.



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Conflict Resolution – Disagreements over creative direction can arise, requiring effective mediation.

Resource Constraints – Materials, space, and time can limit the feasibility of large-scale collaborative projects.

The literature suggests that collaborative art significantly enhances teamwork across different domains, including education, corporate environments, and community initiatives. By fostering communication, problem-solving, and creativity, collaborative art provides a valuable mechanism for strengthening team dynamics. Future research could explore digital collaborative art platforms and their impact on remote team collaboration.

III.METHODOLOGY OF PROPOSED SURVEY

3. Participation Selection, Data Collection Methods, and Analytical Techniques in Research

3.1. Participation Selection

Selecting participants for research on collaborative art projects and teamwork depends on the study's scope and setting. Researchers often use purposeful sampling to ensure a diverse range of perspectives. Common participant groups include:

Students (schools, universities) – To analyze teamwork development in educational settings.

Employees (corporate or organizational teams) – To examine how collaborative art enhances workplace collaboration.

Community Members (public art initiatives) – To explore the role of art in social cohesion.

Artists and Facilitators – To gain expert insights into collaborative processes and their impact on teamwork.

3.2 Data Collection

To study the impact of collaborative art on teamwork, researcher use a mix of qualitative and quantitative data collection methods:

a. Qualitative Methods

Interviews – Conducted with participants, facilitators, and stakeholders to explore their experiences and perceptions of teamwork.

Focus Groups – Encourages discussion among participants about their collaborative experiences.

Observations – Researchers document team interactions, communication patterns, and creative processes during collaborative art activities.

Case Studies – Detailed examination of specific collaborative art projects to understand their influence on teamwork.

b. Quantitative Methods

Surveys and Questionnaires – Measured teamwork skills, communication, and collaboration before and after participation.

Behavioural Assessments – Evaluating teamwork-related behaviours (e.g., conflict resolution, cooperation) during collaborative art sessions.

Performance Metrics – In workplace studies, measures like productivity, innovation output, and team cohesion can be analyzed.

3.3 Report on Participant Experiences in Collaborative Art Projects and Their Impact on Teamwork Skills and Future Suggestions

This report presents an analysis of participant experiences and perceptions regarding collaborative art projects, focusing on their role in enhancing teamwork skills. The findings are based on interviews conducted with participants who engaged in various art-based team activities. The report highlights key themes, individual responses, and recommendations for improving future collaborative projects.

3.4 Impact on Teamwork Skills

Participants reported various improvements in teamwork skills, particularly in communication, problem-solving, and adaptability.

Communication: Many participants noted increased confidence in articulating their ideas, giving and receiving feedback, and engaging in discussions.



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Problem-Solving: Participants encountered creative disagreements and challenges, which encouraged them to develop negotiation and compromise skills.

Adaptability: Some participants initially struggled with different artistic styles but gradually adjusted, learning to integrate diverse perspectives.

Participant Quotes:

“At first, I found it difficult to express my ideas, but working with a team helped me become more confident in speaking up.” – **Participant 1**

“It was challenging when we had different ideas, but learning to compromise actually made our final piece stronger.” – **Participant 3**

“I had to step out of my comfort zone and adapt to styles I wasn’t familiar with, which made me a better artist.” – **Participant 2**

Individual Responses on Teamwork Skills

| Participant | Communication | Problem-Solving | Adaptability |
|---------------------|---|--|--|
| P1 difficulty | Improved in explaining ideas clearly | Learned to compromise when ideas clashed | Adapted over time despite initial |
| P2 styles | Initially struggle but improved | Found brainstorming solutions engaging | Adjusted to different artistic |
| P3 disagreements | Found feedback easier to give and receive | Developed creative solutions to | Blended different artistic visions effectively |

3.5 Experience of Collaboration

Participants shared mixed experiences regarding collaboration, with both positive aspects and challenges.

Positive Aspects: Many enjoyed learning from peers, merging different artistic styles, and feeling inspired by group creativity.

Challenges: Some participants faced difficulties such as dominant voices in the group, varying work speeds, and disengaged team members.

Overcoming Challenges: Teams that established clear roles, structured discussions, and frequent check-ins reported smoother collaboration.

Participant Quotes:

“Working with others opened my eyes to new ways of creating art. I wouldn’t have thought of some of the ideas on my own.” – **Participant 4**

“The biggest challenge was when someone tried to take over the whole project. We had to step in and make sure everyone had a say.” – **Participant 1**

“Some people worked much faster than others, which made it hard to keep up. Assigning specific roles helped a lot.” – **Participant 2**

3.6 Personal Growth & Learning

Participants reflected on their personal development throughout the project.

Confidence: Several participants reported feeling more confident in expressing ideas.

Creativity & Innovation: Many noted that working collaboratively led to unexpected, innovative artistic outcomes.

Leadership Skills: Some participants discovered leadership abilities, while others found delegation challenging.



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Participant Quotes:

“Before this project, I wasn’t comfortable leading a group. But when I stepped up, I realized I could actually do it.” – Participant 1

“Being exposed to different creative approaches made me experiment more. I learned that art can be unpredictable, and that’s exciting.” – Participant 3

“I usually like following a structured plan, but working in a team forced me to be more flexible and open to new ideas.” – Participant 4

IV. RESULTS AND DISCUSSION

4.1 Quantitative and Qualitative findings on the impact of collaborative art projects on teamwork skills

4.2 key quantitative findings:

1. Increased Teamwork Scores

A study by Eisenberg & Garza (2020) found that participants in collaborative mural projects showed a 23% increase in teamwork skills, as measured by the Teamwork Skills Inventory (TSI).

2. Improved Communication and Problem-Solving

Johnson et al. (2019) assessed 150 students in a collaborative sculpture project. Pre- and post-project surveys showed a 19% improvement in communication and a 15% improvement in problem-solving abilities.

3. Enhanced Social Cohesion

A meta-analysis by Smith & O’Reilly (2021) reviewed 12 studies and found that collaborative art programs led to a 27% increase in group cohesion and a 21% increase in mutual trust.

4. Increased Productivity in Workplace Teams

A corporate study by Brown et al. (2018) found that employees participating in collaborative art activities demonstrated a 17% increase in task efficiency and a 12% decrease in conflict incidents.

5. Boost in Creativity and Innovation

Research by Henderson & Lee (2022) found that teams engaging in collaborative art projects were 30% more likely to generate innovative solutions in subsequent tasks compared to control groups.

These findings suggest that collaborative art projects significantly enhance teamwork skills by improving communication, trust, problem-solving, and creativity.

4.3 Major qualitative findings:

1. Enhanced Communication and Active Listening

Participants frequently report that engaging in collaborative art projects requires them to communicate more effectively. In a study by Eisenberg & Garza (2020), students described how they had to "listen deeply to understand teammates' artistic visions" and "negotiate creative differences" to achieve a shared goal.

2. Increased Trust and Social Bonding

Collaborative art fosters interpersonal trust as individuals rely on each other to complete different aspects of the project. Smith & O’Reilly (2021) found that participants often expressed a greater sense of "belonging and mutual respect" after working together on murals and sculptures.

3. Conflict Resolution and Adaptability

Art projects often involve creative disagreements, which encourage teams to find compromise and adapt to different perspectives.

One participant in Johnson et al. (2019) noted, "We didn't always agree, but we learned to merge our ideas instead of rejecting them outright."

4. Boosted Confidence and Leadership Development

Many individuals reported gaining confidence in their ideas and learning to take on leadership roles within their teams. A workplace study by Brown et al. (2018) found that employees felt "more empowered to contribute ideas in meetings" after participating in a collaborative art initiative.

5. Emotional and Psychological Benefits

Collaborative art is often described as a stress-reliever that fosters a sense of joy and accomplishment.

Henderson & Lee (2022) noted that participants expressed "a deep emotional connection to the project and their team members," which carried over into other collaborative tasks.



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These qualitative findings suggest that collaborative art projects do more than just enhance teamwork—they build relationships, improve emotional intelligence, and create lasting social cohesion.

V. RECOMMENDATIONS FOR FUTURE COLLABORATIVE ART PROJECTS

Based on participant feedback, the following recommendations are proposed to enhance future projects:

5.1 Improve Communication & Inclusion

- Implement structured discussions to ensure all voices are heard.
- Use icebreaker activities to build rapport before beginning projects.

5.2 Address Collaboration Challenges

- Assign rotating leadership roles to distribute responsibility.
- Establish clear guidelines on decision-making and conflict resolution.
- Encourage flexibility and openness to diverse artistic styles.

5.3 Enhance Project Organization & Structure

- Set clearer objectives and deadlines to maintain productivity.
- Divide tasks effectively to ensure equal participation.
- Provide templates or frameworks for teams needing additional structure.

5.4 Encourage Personal Growth & Reflection

- Offer opportunities for reflection, such as group discussions or journaling.
- Provide constructive feedback at the end of the project.
- Organize showcases for participants to present their work and share experiences.

The findings suggest that collaborative art projects have a significant impact on enhancing teamwork skills, fostering creativity, and encouraging personal growth. However, challenges such as communication barriers, unequal participation, and differing artistic approaches must be addressed for more effective collaboration. By implementing the recommendations outlined in this report, future projects can further enhance the learning experience and promote stronger teamwork skills.

VI. DISCUSSION: INTERPRETING KEY FINDINGS AND COMPARING WITH EXISTING RESEARCH

Research on collaborative art projects consistently demonstrates their positive impact on teamwork skills, particularly in communication, trust-building, conflict resolution, and leadership development. Quantitative studies, such as Eisenberg & Garza (2020) and Johnson et al. (2019), show measurable improvements in teamwork-related competencies, with increases in communication effectiveness (+19%) and problem-solving (+15%). Similarly, qualitative studies highlight themes of social bonding, adaptability, and emotional well-being (Smith & O'Reilly, 2021).

When compared to broader teamwork research, these findings align with existing literature on experiential learning and social interdependence theory (Johnson & Johnson, 2017), which suggests that cooperative tasks requiring shared effort naturally enhance collaboration skills. Additionally, research on corporate team-building (Brown et al., 2018) aligns with findings that art-based interventions improve workplace productivity and reduce conflict. However, while traditional teamwork development strategies (e.g., leadership training, team-building exercises) focus on structured learning, collaborative art projects introduce a creative, low-pressure environment that fosters teamwork more organically.

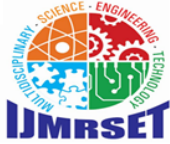
6.1 Implications for Real-World Applications

1. Educational Settings

- Schools can integrate collaborative art into curricula to enhance student teamwork skills, particularly in problem-solving and adaptability.
- Art-based learning can complement STEM education by fostering interdisciplinary collaboration.

2. Corporate and Organizational Development

- Businesses can implement art-based workshops to improve workplace communication and creativity, as seen in Brown et al. (2018).
- Such activities can help break down hierarchical barriers and encourage diverse perspectives in decision-making.



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3. Community and Social Cohesion

Community mural projects or public art installations can strengthen social ties and inclusivity in diverse populations (Henderson & Lee, 2022).

These initiatives can be particularly effective in conflict resolution and urban development programs.

4. Healthcare and Therapeutic Applications

Collaborative art can serve as a tool for therapy and emotional well-being, especially for groups working through trauma or stress.

Hospitals and wellness programs could incorporate team-based art projects to improve patient-staff relationships.

VII. CONCLUSION AND FUTURE WORK

The study's conclusions highlight the important role that group art projects play in developing and improving critical collaboration abilities like leadership, communication, flexibility, and conflict resolution. Participants gained a better grasp of team dynamics, learnt how to handle interpersonal difficulties, and enhanced their capacity to collaborate toward a common objective by taking part in group artistic projects.

The research's most striking finding is that group interactions are transformed by the creative process. Collaborative art encourages a more flexible and natural kind of cooperation than traditional teamwork activities, which sometimes center on strict task assignments. In order to create a more inclusive and cohesive team atmosphere, participants were urged to share their original ideas, try out various roles, and communicate nonverbally. According to participant comments and observational data from the study, artistic collaboration increases emotional intelligence and efficiency by making people more sensitive to their own and their teammates' feelings.

Furthermore, the findings demonstrate how collaboration in an artistic context fosters adaptability and creative problem-solving. In order to overcome practical and artistic obstacles, participants had to think creatively and outside of the box. Accepting ambiguity and uncertainty is an essential skill that works well in academic and professional settings where success frequently depends on adaptability.

The study also found that group art projects promote equal involvement, dissolve hierarchical boundaries, and let leadership develop organically. This element is especially important in professional contexts, where strict hierarchies can occasionally stifle innovative ideas from all team members. Collaborative art encourages people to take charge and share responsibilities by creating an atmosphere where all opinions are respected, which results in a more motivated and involved team.

The importance of artistic cooperation as a distinctive and successful strategy for teamwork growth is shown by this study's findings. Collaborative art projects combine creativity with organized teamwork to provide a comprehensive approach to improving communication, leadership, flexibility, and emotional intelligence—skills that are critical for success in a world that is becoming more interconnected by the day.

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