

TEAM

A group whose individual efforts results in performance that is greater than the sum of the individual input

- Atmosphere & relationship
- Member participation
- Goal understanding & acceptance
- Listening & sharing info.
- Handling conflicts & disagreement
- Decision making
- Division of labour
- Leadership

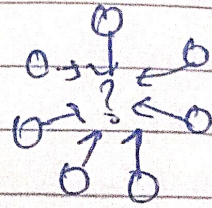
Determinants

- adequate resources
- leadership & structure
- Trust
- Abilities of members
- Personality of members
- Allocation of roles
- Diversity of members
- Size of team
- Common plan & purpose
- Team identity
- Team cohesiveness
- Social loafing.

TYPES OF TEAMS

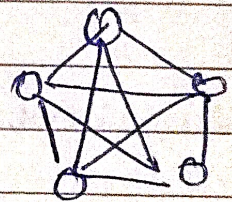
1) Problem Solving

- 5-12 members
- Same dept
- meet regularly few hrs each week
- Improving quality, efficiency & work environment or any problem with the product

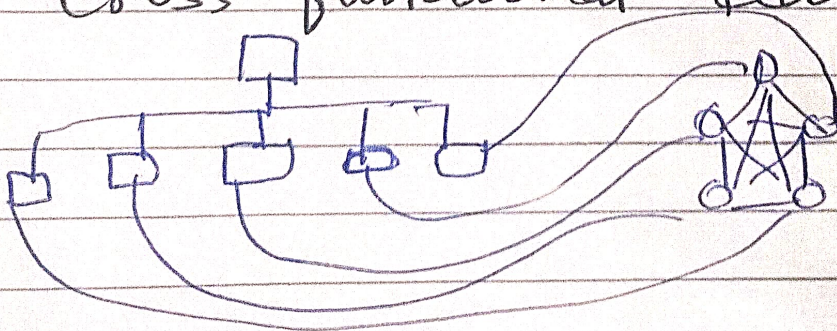


2) Self managed work team

- 10-15 members
- Performing highly related or interdependent jobs
- takes on supervisory responsibility like planning, scheduling work, assigning tasks to members, making operational decisions etc.
- Fully self managed groups select their own members to evaluate each other

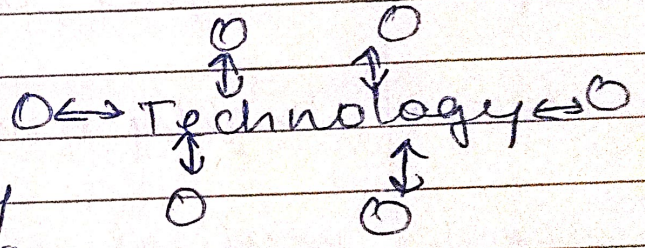


3) Cross functional teams



- made up of employees from about the same hierarchical level but different work areas who come together to accomplish a task
- effective means of allowing people from diverse areas within or even b/w org. to exchange information, develop new ideas, solve problems, & coordinate complex projects
- need a sense of power shifts to occur as a different expertise is needed because each member is of same hierarchical level.

47 Virtual team.



- use computer technology
- networks, social media, emails, video conferencing. use the members near or away
- achieve common goal
- not follow traditional hierarchical pattern

Basis	TEAM	GROUP
- Nature	is a group	not a team
- Common Superior	not common group	common group
- Interaction	no face to face interaction	face-to-face interaction
- Reporting	no reporting responsibility	yes
- Interdependence	higher degree	small degree
- Commitment	highly committed	not much committed
- Accountability	mutual accountability	not mutual accountability