

Organizational behaviour

Subject Code:- BBAD1-205

Class :- BBA 2nd Sem

Max. Marks 15

Q4: Understand the mechanism for developing effective team work in the

organizations

4.1 explain the nature of group and group behavior within the organization

Work is a group-based activity and if the organization is to function effectively it requires good teamwork. Groups exert influence over its membership, and managers must utilize this in order to achieve a high standard of work and increase effectiveness. (Mullins, 2007) The members of a group have a common goal, and are interdependent on each other. The human relations approach to management considers this social construct as an important factor. Group pressure and acceptance may be even stronger incentives than salary. (Fox, 2006) Organizations are pluralistic in nature, and there may be different interest groups who will not necessarily share the management's view on matters. The two major functions of groups are Task (collecting information, making decisions etc.) and Maintenance (standard setting, clarifying, cooperating etc.)

4.2 Discuss the factors that may promote or inhibit the development of effective team work within the organization

French & Bell (2006, p.27) say that the interest in teamwork has increased in the recent past, and there is added pressure to develop self-managed and directed teams to improve quality, flexibility and employee morale. Many factors such as physical, social and psychological make people different from one another, and this may cause difficulties in team building effectively. Similar interests and backgrounds among the team members would cause the cohesiveness of the group to increase, and increase the chances of success within the group. Similarity in background would pave way for more empathy and understanding among the team-members. The stability and permanency of the team too, plays some role in this. A more permanent team would be more likely to get on well with each other. Similar skill levels and training are also positive contributors in helping the teams to get along.

4.3 Evaluate the impact of the technology on team functioning within a given organization

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Like other factors, usages of the technology also have sheer impact over the functioning of the team. With the growing of the technology, many scientific tools have been invented to facilitate the journey of the team work. Tools like video conferencing facilitates the disposal of the time and the place barrier for Taking down the team work with a bit more effectively and efficiently.

The most vibrant impact of technology over team work have been noticed after the innovation of the software like workstation which helps the members of the team exchanging the ideas for taking a new decisions. Now team members also could put input in decisions making procedures.

Conclusion

Organizational behavior is a multifaceted discipline which is very important in managing a business effectively in today's dynamic global environment. Motivational theories, leadership styles, and factors affecting individual behavior must be carefully studied and applied to find an equilibrium that fits well to an individual organization. Technology, groups, and teamwork also play an important part in this context. It is the role of the management to create a work culture and structure that allows the employees to contribute their best for the organization, while allowing them to achieve personal growth and satisfaction at the same time.