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Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA401C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: Team Dynamics At Work

BRANCH(S): BA, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: S043

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions: (2 x 10)

- a) What is the purpose of forming teams in organizations?
- b) How does a group differ from a team?
- c) What is the role of social influence in team performance?
- d) Define a virtual team.
- e) How does a virtual team differ from a traditional team?
- f) What are the key elements to consider when evaluating a team performance?
- g) What is meant by "team building"?
- h) Define diversity in the context of team dynamics.
- i) Mention two factors that contribute to effective team communication.
- j) Distinguish between cooperation and competition in teams.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- a) Discuss the various types of teams with suitable examples. How do the types of teams impact communication and collaboration?
- b) What strategies can organizations adopt to ensure adequate training of cross-functional teams?
- c) Illustrate the process of team building. Why is it crucial for team success?
- d) Explain the importance of evaluating and rewarding teams. What methods can be used to ensure fair assessment and motivation?
- e) Discuss the impact of social influence on individual behavior within teams. How can it be managed positively?
- f) Compare and contrast self-managed teams and cross-functional teams. How do their dynamics differ?
- g) "Conflict brings out a communication gap among employees." Explain.

- h) How can organizations design training programs that align with team needs and organizational goals?
- i) How do reward systems influence motivation and performance in teams? Suggest both financial and non-financial rewards.
- j) What are the best practices for onboarding members into a virtual team to ensure smooth integration?
- k) How can organizations create an environment that supports effective team dynamics and performance?
- l) Explain the term 'Decision Making' and the role of teams in organizational decision-making.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

- Q3** Examine the key challenges faced by team leaders in managing diversity within teams. How can leaders leverage diversity to enhance team creativity, inclusivity, and performance? Provide examples. **(16)**
- Q4** Briefly explain the functions and challenges of a cross-functional team. How can understanding basic team processes improve collaboration and performance in organizational teams? **(16)**
- Q5** Discuss the relationship between team culture and organizational culture. How can alignment between the two influence team motivation, cohesion, and outcomes? **(16)**
- Q6** "A team is more than the sum of its parts." Critically analyze this statement in the context of team synergy, communication, and mutual accountability. Support your answer with models and examples. **(16)**