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UNITY AND DISCIPLINE



GROUP/TEAM WORK



Definition of a Group:

- Any number of people who share goals, often communicate with one another over a period of time, and are few enough, so that each individual may communicate with all the others, person-to-person.
- Two or more people interacting to achieve a common objective is also called a group.



GROUP/TEAM WORK



Classification / Types of Groups

(a) Friendship Group. INFORMAL to meet its members' personal security, esteem and belonging needs.

(b) Task Group: to accomplish certain organisation goals.

Types of Task group

(i) Formal Groups. They are established by an organisation to facilitate the achievement of the organisation goals.

(ii) Informal Group. It is one that develops out of the day-to-day activities, interactions and sentiments of the members for the purpose of meeting their social needs.

(iii) Effective Group.



GROUP/TEAM WORK



Effective Group characteristics:-

- 1) Its members know why the group exists; they have shared goals.
- 2) Its members support agreed upon guidelines procedures for and making decisions.
- 3) Its members communicate freely among themselves.
- 4) Its members have learned to receive help from one another and to give help to one another.
- 5) Its members have learned to deal with conflict within the group.
- 6) Its members have learned to diagnose individual and group processes and improve their own and the group's functioning



GROUP/TEAM WORK



Importance of a Group

- (a) In a group people come together to achieve some common objectives
- (b) A group carries a lot of power in it.
- (c) In India we have unity in diversity and we work together to make our country a developed country. It is because of the strength of the nation as a group only that India could achieve freedom in 1947.



GROUP/TEAM WORK



Team

Definition:

When two or more people who are interdependent, who share responsibility for outcomes, who see themselves and are seen by others as an intact social entity in a larger social system are called as “Teams”.

When teams are formed, its member must have (or quickly develop) the right mix of complementary competencies to achieve the team’s goals.



GROUP/TEAM WORK



Types of Teams:

- (a) Functional Teams:** individuals who work together daily on a cluster of ongoing and independent tasks. E.g. marketing, production, finance, auditing, human resources etc.
- (b) Problem Solving Teams:** focus on specific issues in their areas of responsibility, develop potential solutions and are often empowered to take actions within defined limits.
- (c) Cross - Functional Teams:** They bring together the knowledge and skills of people from various work areas to identify and solve mutual problems.
- (d) Self-Managed Teams:** They normally consist of employees who must work together effectively daily to manufacture entire product (or major identifiable component) or service.



GROUP/TEAM WORK



Importance of a Team.

- (a) A team is a small number of employees with complementary competencies (abilities, skills and knowledge) who are committed to common performance, goals and working relationship for which they hold themselves mutually accountable.
- (b) A key aim of teamwork is group synergy, namely the achievement of high quality as a result of combined individual contributions. Synergy can help you solve complex problems because you will be working with people who have a wide range of skills and perspective. Students working in teams benefit particularly from brainstorming and bouncing ideas off each other, learning from each other, discussing work in teams outside contact times and checking results.
- (c) In a team we can establish an agreed set of team guidelines. We know team members, their strengths, and preferred ways of working and preferred roles. We can discuss the task problems to arrive at a shared understanding and summarise this shared understanding of any project.



GROUP/TEAM WORK



Thank You!