



**Chapter 12**

**Presenter**

Balondo

**Topic Presented**

*Team and team building*

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*MSHM-HRM Student*

*Team Dynamics*

**What are teams?**

- Groups of two or more people.
- Exist to fulfill a purpose.
- Interdependent- interact and influence each other.
- Mutually accountable in achieving common goals perceived themselves as social entity.

**Many types of team**

- Departmental Team
- Production/Service/leadership teams
- Self-Directed teams
- Advisory Team
- Task Force Project Team
- Virtual teams

**Groups versus team**

- All teams are groups.
- Some groups are just people assembled together.
- Teams are task interdependence, whereas some groups do not e.g (groups of employees enjoying lunch together).

**Informal groups**

Groups exist primarily for the benefit of their members.

Reasons why informal group exist.

- Innate drive to bond.
- Social Identity- we define ourselves as group members.
- Goal accomplishment.
- Emotional support

**Advantage and Disadvantage of Teams**

Advantages

- Makes better decisions
- Better information sharing
- Higher employee motivation/engagement.
  - Fulfills drive to bond
  - Closer scrutiny by team members
  - Team members are benchmark for comp.

Disadvantages

- Individuals better/faster on some task.
- Possess losses- cost of developing and maintaining teams.
- Social loafing.

# File Chapter 12 Team Learning Answers

**Lauren Gardner**



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