

Groups and teams concept



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Introduction:- Balbin and Tuckman has given how to develop and create groups and teams in the organisation. In the organisation a group of people contributing their individual knowledge and skills but working to achieve a common goal and task. Balbin had given teams concept in organisation how team will going to work in the organisation he had given different kinds of nine roles how it will going to distribute task in the organisation between different kinds of the position in the organisation. Tuckman had given group concept how to develop group in the organisation by explain with a different kinds of stages in the organisation it will going to work. Groups and teams roles are very important in organisation to develop the organisation by having different kinds of job distribution in the organisation. it will going to distribute task in the organisation it will provide more benefit to the organisation it will provide management in different kinds of activity by having distribution. It will going to define responsibility and roles of each and every person in the organisation. Its provide support for decision making in the organisation. Groups and Teams concept is useful for wide range of activities like businesses, schools, sport teams, religious or or nonprofit organisations to improving team performance. Its generally sits within and organisational development practices. Team building is important factor factor in any environment. It will going to bring self development, positive communication, leadership skills and provide motivation to work together in the organisation between groups and teams.

Here we are going to discuss groups and teams in the case study of IPL (Indian Premier League). In my presentation, my topic was general importance of the groups and teams in the nowadays organisation.

Groups and Teams importance in Nowadays Organisation.

In nowadays organisation the groups and team will going to work for achieving some target and goals for organisation development. It will going to improve communication between groups and teams in the organisation. by having groups and teams in the organisation it will going to make organisation workplace more enjoyable. It will going to provide motivation to a team member in the organisation the team members will going to getting know each other in the organisation. it will going to provide new ideas and knowledge from team members to set a goal for the organisation. it will going to create some new strategies in the organisation. The team members will going to learn about themselves regarding strengths and weaknesses in the within and outside to the organisation. This concept of groups and teams will going to identify and utilize the strengths for the organisation. It will mainly useful for improving team productivity in the organisation. It will going to provide practicing regarding effective collaboration with team members for the organisation. The communication exercises in groups and teams it will going to solve problems in the organisation. The all team members will going to communicating effectively in the organisation to achieve some goals and target. It will going to provide support for taking some decision for the organisation to improve the performance of the organisation. It will going to provide support for taking complex decision in the organisation. It will going to provide support for planning and adopting new strategies in the organisation for achieving goals and target in the organisation. by having a group and teams concept in the organisation it will going to create trust and involvement of the team members for a organisation activity. These concept will going to create some social relation

between team member by working together in the organisation. sometimes organisation arranging fun activity to create fun activity in the organisation to get to know each other for the organisational development. The groups and teams concept will going to provide some personal development for the team members. The team development activity designed to help individuals to know how they are approach a problem, how team works together to discover better methods. The team interaction involves interpersonal skills including communication negotiation, leadership and motivation for the team members it will going to teach some interpersonal skills to improve performance. Groups and teams will going to work together with good ability and knowledge by having this kind of the productive activity in the organisation it will going to improve the organisation performance and productivity, organisation will going to get success by achieving goals and target in the organisation. This kind of activity will going to create synergy in the organisation it will going to getting know each other very well. Groups teams concept will going to distribute task in the team to a team member by having a task distribution activity it will going to develop and achieve the teams target and improve the performance of the organisation. It will going to clearly define the group and team member roles in between the teams. Groups and team concept will going to make organisation behaviour towards success compare to other organisation.

Belbin and Tuckman groups and teams concept

Belbin had given different kinds of nine team roles that will going to help organisation to distribute team work within the organisation in a particular team. The first team role to be defied as a plant. One such kind of individual

planted in team tended to be highly creative and good at solving team problems for the organisation. The other team role is monitor evaluator this role will going to play as a monitoring the organisational activity for a team development. This role team member will going to make impartial judgements for the team in the organisation. The other role is co-ordinator they will going to co-ordinate the team for the organisation. This role require for teams objectives, distribute team work between team members. The other role is resource investigator, this role will going to create some contact outside the organisation when organisation will facing a problem. The other role is implementers, this role will going to play as practical activity in the organisation. The other role is completer finishers, they are going to finish activity with high standard of quality control. The other role is team worker they are going to complete the work on behalf of team. Challenging each and every team member within and outside the team they are called as shapers. The ninth role is specialist they are emerged as a for particular team activity knowledge its called as specialist.

Tukman had given group development concept by introducing different kinds of stages of group development activity in the organisation. The first stage is forming its include the gathering individual and getting information about task that group will going to do in the organisation. The second stage is storming, in this stage the group member will going to know about group issues to be addressed. The roles and responsibility will going to be distributed like as what to do how to do some will going to getting good to a real issues people who are not going to get they are going to stay at stage one of a group development. The third stage is norming it evolves the rules

of the engagement of the stage two, in this stage will needs understand their own task change the conceived views. They needs to feel they are part of effective team, everybody needs to know each other appreciate and support each other. The fourth stage is performing not all groups will going to reach at this stage, this stage is characterised by a state of interdependence and flexibility. In this stage everyone will going to knows each other well enough to be able to work together, and they are going to trust each other. The roles and responsibilities will going to change according to need of the group member. The fifth and final stage is adjourning in this stage completion and disengagement from the both the things task and group member. Individual will going to be proud to be having achieved and glad to have been part of such an enjoyable group.

Conclusion:-

The groups and teams concept was being established right reason in the organisation. The teamwork concept grown over last 20 years in the human resource management. The team member selection is very important in the teams. The groups and teams are very most important part of the organisation and human resource management for achieving a objectives and goals of the organisation. This concept will provide motivation to employee in the organisation to work with good ability and knowledge. By having a groups and teams concept in the organisation it will going to provide support for the organisation achieve goals and objectives. It will going to improve productivity of the organisation. bebin and tuckman had given right way to a human resource management towards groups and teams concept.