BRAINWARE UNIVERSITY

Term End Examination 2024-2025
Programme – MBA-2022/MBA-2023
Course Name – Team Dynamics at Work
Course Code - HR403
(Semester IV)

Full Marks : 60   **Time : 2:30 Hours**

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)   1 x 15=15

1.   *Choose the correct alternative from the following :*

(i)   Which of the following activities can help team members understand their personality types and improve communication skills?

a) Group discussions   b) Role plays
c) Individual assessments   d) Written exams

(ii) Which of the following is NOT a technique used in building team performance?

a) Role Analysis Technique   b) Strategic Thinking
c) Providing Feedback   d) Customer Orientation

(iii) Which step involves creating intergroup teams to solve identified problems in the team dynamics module?

a) Role Analysis   b) Generating action plans
c) Creating disruptive lists   d) Intergroup problem-solving

(iv) What is the primary goal of the team building session?

a) Enhancing social interactions   b) Creating synergies and reducing disruptions
c) Improving individual performance   d) Building leadership skills

(v)   Which term is used to describe the shared mindset of resilience and innovation in a team?

a) Groupthink   b) Team Cohesion
c) Team Resilience   d) Innovation Mindset

(vi) In the diagnosis step of team building, what do individuals perceive about their own effectiveness?

a) How others perceive them   b) How they can improve others' behavior
c) How they can improve their own   d) How to maintain the status quo
    effectiveness

(vii) Which technique involves preparing and issuing a diagnosis to improve team effectiveness?

a) Role Analysis Technique   b) SWOT Analysis

c) Issue Diagnosis Form

d) Team Cohesion Assessment

(viii) Which term describes the ability of a team to adapt to changing circumstances?

a) Team Cohesion

b) Flexibility

c) Innovation

d) Empowerment

(ix) How can team members develop a shared mindset of resilience and innovation?

a) Through individual assessments

b) By participating in team building activities

c) By engaging in role plays

d) By facing complex challenges together

(x) Which technique involves creating balanced intergroup teams to address identified problems?

a) Role Analysis Technique

b) SWOT Analysis

c) Intergroup Collaboration

d) Action Plan Development

(xi) Analyze the potential benefit of establishing clear team norms.

a) Increased conflict and competition among team members

b) Reduced accountability and responsibility

c) Enhanced cooperation and coordination

d) Greater individual autonomy and decision-making power

(xii) Analyze the impact of social loafing on team dynamics.

a) Social loafing generally leads to higher team performance

b) Social loafing generally leads to lower team performance

c) Social loafing has no significant impact on team performance

d) The impact of social loafing on team performance depends on other factors such as team size and task complexity

(xiii) Examine from the following options that is NOT a potential consequence of larger group size.

a) Increased coordination challenges

b) Reduced individual participation

c) More diverse perspectives

d) Enhanced trust and cohesion

(xiv) Analyze the concept of power dynamics within teams and its potential consequence.

a) Enhanced cooperation and trust among team members

b) Reduced motivation and job satisfaction

c) Greater individual autonomy and decision-making power

d) Improved communication and problem-solving skills

(xv) Analyze the impact of team diversity on team communication.

a) Higher team diversity generally leads to more effective communication

b) Higher team diversity generally leads to less effective communication

c) Team diversity has no significant impact on team communication

d) The impact of team diversity on team communication depends on other factors such as team size and task complexity

Group-B
(Short Answer Type Questions)

3 x 5=15

2. Define OD interventions. (3)
3. Summarize the nature of OD interventions. (3)
4. Organize the major OD interventions into categories. (3)
5. Evaluate the role of the trainer in delivering effective human resource development training (3) programs.
6. Evaluate the benefits of management development programs (MDPs) in human resource (3) development.

OR

Justify the importance of team composition, formation, and development in human (3) resource development.

Group-C

(Long Answer Type Questions)   5 x 6=30

7. Identify the characteristics of effective teams and work groups in human resource development.   (5)

8. State the benefits of team building interventions in improving team performance and productivity.   (5)

9. Analyze the impact of competitive vs collaborative behavior on team morale and performance.   (5)

10. Analyze the different types of team conflict and their impact on team performance.   (5)

11. Predict potential outcomes if a team neglects motivational practices.   (5)

12. Determine the common impediments to effective training in Human Resource Development and how they can be addressed.   (5)

OR

Predict how effective motivational strategies might influence team performance.   (5)

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