



Library
Brainware University
308, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

BRAINWARE UNIVERSITY

Term End Examination 2023

Programme – MBA-2018/MBA-2019/MBA-2020/MBA-2021

Course Name – Team Dynamics at Work

Course Code - HR402

(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) Analyze which of the following areas cannot be directly included in the field of industrial relations?
- | | |
|----------------------------|--------------------------|
| a) Trade Union Recognition | b) Strike and Lock-out |
| c) Management | d) Collective bargaining |
- (ii) In a situation to be called as strike, analyze which of the following must be present?
- | | |
|--|--|
| a) Plurality of workmen | b) Cessation of work or refusal to continue to work. |
| c) Acting in combination or concerted action under a common understanding. | d) All of these. |
- (iii) Analyze the impact of team leadership on team communication. Which of the following leadership styles is characterized by a high degree of support and empowerment for team members?
- | | |
|--------------------------------|--------------------------|
| a) Transformational leadership | b) Servant leadership |
| c) Laissez-faire leadership | d) Autocratic leadership |
- (iv) Select the pair of methods for making team decisions?
- | | |
|--------------------------------------|-------------------------------------|
| a) Lack of Response & Unanimity | b) Lack of Response & Minority Rule |
| c) All Votes are Equal & Recruitment | d) Feedback & Unanimity |
- (v) Select which of the following is NOT a symptom of GroupThink?
- | | |
|---|--------------------------------------|
| a) Illusions of vulnerability | b) Belief in inherent group morality |
| c) Applying direct pressure to deviants | d) Self-censorship by members |
- (vi) Select the process of making an expectation a reality.
- | | |
|------------------|--------------------|
| a) brainstorming | b) problem solving |
| c) criteria | d) goal |
- (vii) Which is not included in system of payment of Dearness Allowance? Select
- | | |
|--------------|--------------------|
| a) Flat Rate | b) Graduated Scale |
|--------------|--------------------|

- c) Cost of living & Consumer Price Index number
- d) General allowance
- (viii) Any compensation plan must be _____. Select.
- a) Understandable, workable, acceptable
- b) Reasonable, workable, acceptable
- c) Understandable, feasible, acceptable
- d) Understandable, workable, compensable
- (ix) Examine the relationship between team diversity and team performance. Which of the following statements is most accurate?
- a) Higher team diversity generally leads to higher team performance
- b) Higher team diversity generally leads to lower team performance
- c) Team diversity has no significant impact on team performance
- d) The impact of team diversity on team performance depends on other factors such as communication and leadership
- (x) Determine the team-role which is likely to demonstrate such positive qualities as strategic vision and accurate judgement but may also be overly critical is
- a) Shaper
- b) Specialist
- c) Team Worker
- d) Monitor--Evaluator
- (xi) Examine the importance of communication in team dynamics. Which of the following is NOT a potential consequence of poor communication within a team?
- a) Increased conflicts and misunderstandings
- b) Reduced trust and cohesion
- c) Higher individual satisfaction and motivation
- d) Lower team performance and productivity
- (xii) The Managerial Grid was developed by _____. Identify.
- a) Robert Blake & Mouton
- b) Tannenbaum
- c) Schein
- d) Lewin
- (xiii) Identify who developed the Role Negotiation technique?
- a) Tannenbaum
- b) Dayal & Thomas
- c) Lewin
- d) Schein
- (xiv) The Development of organizational climate and its impact on people as well as on organizational effectiveness is best described as _____. Identify from the following.
- a) MBO
- b) Management games
- c) QWL
- d) Process Consultation
- (xv) Identify that teams generally have a(n) _____ impact on employee motivation.
- a) inconsistent
- b) positive
- c) discouraging
- d) unknown

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the role of training and development in human resource development. (3)
3. Explain the importance of aligning human resource development initiatives with organizational goals. (3)
4. Differentiate between the benefits of in-house training programs versus external training programs in human resource development. (3)
5. Justify the use of on-the-job and off-the-job training methods in human resource development. (3)
6. Describe the nature of OD interventions. (3)

OR

- Describe the concept of organizational development interventions. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

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

8. Explain how the FIRO-B assessment tool can help to discover the interpersonal orientation of team members in human resource development. (5)
9. Justify the need for ongoing training and development programs in Human Resource Development and their impact on employee motivation and satisfaction. (5)
10. Examine the process of conducting a diagnostic meeting to assess team dynamics and identify areas for improvement. (5)
11. Describe the role analysis technique in human resource development and its benefits. (5)
12. Evaluate the principles of effective training in Human Resource Development and how they can be applied in practice. (5)

OR

Justify the need for flexibility in training programs in Human Resource Development and its role in accommodating different learning styles. (5)
