



BRAINWARE UNIVERSITY

Term End Examination 2023-2024

Programme – MBA-2022

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) Select the process of making an expectation a reality.
 - a) brainstorming
 - b) problem solving
 - c) criteria
 - d) goal
 - (vii) A hostile situation resulting from opposing views is called _____. Select the correct option.
 - a) brainstorming
 - b) compromise
 - c) conflict
 - d) consensus
 - (viii) Select the right option: Rotating team roles is a good way to keep all members involved.

- a) true
c) Can not Say
- b) false
d) None of these
- (ix) Select from the following the problem-solving method in which each side gives up something of value to help solve a problem.
- a) compromise
c) constraint
- b) consensus
d) problem solving
- (x) Examine the first thing that a team should do in order to perform successfully.
- a) Meet on a regular basis at a specified time.
c) Respect all team members
- b) Understand the responsibilities of the service team
d) All of these
- (xi) Analyze the potential benefit of establishing clear team norms.
- a) Increased conflict and competition among team members
c) Enhanced cooperation and coordination
- b) Reduced accountability and responsibility
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
c) Social loafing has no significant impact on team performance
- b) Social loafing generally leads to lower 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
c) More diverse perspectives
- b) Reduced individual participation
d) Enhanced trust and cohesion
- (xiv) Select from the following is a characteristic of a formal team structure.
- a) It is created spontaneously by team members
c) It is established by management and has defined roles and responsibilities
- b) It is based on personal relationships and informal agreements
d) It is focused on achieving specific goals and objectives
- (xv) Select from the following team roles that is more focused on building positive relationships among team members.
- a) Coordinator
c) Implementer
- b) Monitor Evaluator
d) Teamworker

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the purpose of human resource development and its relevance to organizational success. (3)
3. Organize the importance of aligning human resource development initiatives with organizational goals. (3)
4. Recall the concept of human resource development and its importance in the workplace. (3)
5. Appraise the steps involved in designing a training program in human resource development. (3)
6. Analyze the role of organizational culture in building a successful human resource development program. (3)

OR

- Analyze the importance of conducting a training needs analysis before designing human resource development initiatives. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Examine the potential challenges and limitations of team decision-making in the workplace. (5)
8. Analyze the importance of communication and collaboration in promoting effective team decision making. (5)
9. Estimate the cost of inadequate training in Human Resource Development and its impact on employee turnover and productivity. (5)
10. Identify the characteristics of effective teams and work groups in human resource development. (5)
11. Express the benefits of using role analysis techniques in improving team dynamics and communication. (5)
12. Determine the criteria for effective training in Human Resource Development and their significance in improving employee performance. (5)

OR

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