

Part B
Programme: Master of Commerce (Semester II) NEP

Code of the Course/Subject	Title of the Course/Subject	Total Number of Periods
MCOM NEP/24-D	Team Dynamics	60

Course Outcomes: On Successful completion of the course the learner will be able to

1. Students will be able to justify formation and development of teams and can explain the dynamics of Team & Team Building and different learning methodologies in team decision-making.
2. Student will be able to justify the applicability of various theories of Motivation-group sensitivity training and Johari Window and also able to justify the Conflict resolution strategy.
3. Student will be able to understand the development of team and can discover orientation through FIRO-B.
4. Students will be able to determine the importance of Interpersonal Communication and can increase their self-awareness and strengthens ability to better understand others.

Unit	Contents	No. of Classes
Unit I	1.1 Nature & Characteristics of Team, Types of Teams 1.2 Team Building- Process & Advantages 1.3 Team Decision Making & Processes of Problem Solving 1.4 Models of Decision Making	12
Unit II	2.1 Formation and development of teams, Team composition 2.2 Four Approaches of Team Building 2.3 Effectiveness and Challenges of Team Building 2.4 Applications of Team Building	12
Unit III	3.1 Team performance and motivation, 3.2 Experiential learning methodologies, 3.3 T-group sensitivity training, encounter groups 3.4 Appreciative enquiry, discovering facets of interpersonal trust through Johari window.	12
Unit III	4.1 Team Development 4.2 Team conflict and leadership, 4.2 Discovering the interpersonal orientation through FIRO-B, 4.3 Team Politics & Team Cohesiveness.	12
Unit IV	5.1 Elements & Skills of Team Building, Communication skills 5.2 Negotiation skills and strategies for team building, 5.3 Team morale, conflict resolution in teams, 5.4 Competitive vs collaborative behavior, developing collaboration	12

Books

1. Bennis, W.G. Essay in Interpersonal Dynamics. U.S.A., Dorsey Press, 1979.
2. Kolb, D. etc. Organizational Behaviour: An Experiential Approach. 5th ed. Englewood Cliffs, New Jersey, Prentice Hall Inc., 1991.
3. Kolb, D. etc. Organizational Behaviour: Practical Readings for Management. 5th ed. Englewood Cliffs, New Jersey, Prentice Hall of India, 1991.
4. Mainiero, L A & Tromley C.L. Developing Managerial Skills in OB. New Delhi, Prentice Hall of India, 1985
5. Moore, M D. etc. Inside Organizations: Understanding the Human Dimensions. London, Sage, 1988.
6. Angelo Kinicki, Robert Kreitner, Organisation Behaviour", 3rd ed., 2009, Tata McGraw Hill