

**COURSE: GROUP DYNAMICS AND TEAM BUILDING (OB II)**

Credits	3
Faculty Name	Prof. Snigdha Pattnaik & Prof. Kalpana Sahoo
Program	MBA (HRM) 2018-20
Academic Year and Term	TERM II

**1. Course Description**

Groups have played a significant role in every organization, society and culture. Today's organizations have moved towards achieving more and more of their work through groups and teams. Therefore it is of importance to understand how groups and teams function, what makes them tick, and the manifold processes that take place within them. Moreover for budding managers it is necessary that they learn how to be both effective team leaders and team members, get insight into leadership processes, and understand the role of power and influence tactics in group functioning.

To develop a better understanding of various interpersonal and group processes, this course focuses on the concepts of group and team formation, group and team dynamics, characteristics of effective teams, leadership, power and politics, decision making and conflict management and negotiation.

**2. Student Learning Outcomes**

Students will be able to

- Demonstrate a basic understanding of groups and group dynamics.
- Recognize and understand the characteristics of teams, the processes of teamwork, and what makes teams effective.
- Understand and analyze leadership theories and better understand their own leadership style.
- Recognize, interpret, and analyze the issues facing groups and teams including decision making, conflict and collaboration, power and influence, and intergroup dynamics.
- Gain insight into how they impact groups and how groups impact their behavior.

**3. Required Text Book and Reading Material**

- Forsyth, Donelson R. (2014). Group Dynamics (6<sup>th</sup> ed.). Cengage Learning.
- Additionally articles from research/ professional journals and chapters from different books will be circulated in soft or hard copy form.

**4. Tentative Session Plan**

<b>SESSION</b>	<b>TOPIC</b>	<b>READING</b>
<b>1.</b>	Introduction to Group Dynamics	Forsyth - Ch 1 & 3
<b>2.</b>	Interpersonal Orientation	Reading: to be distributed
<b>3.</b>	Group Formation & Membership	Forsyth - Ch 4
<b>4.</b>	Cohesion and Development	Forsyth - Ch 5 & 6
<b>5.</b>	Structure and Norms	Case: to be distributed
<b>6.</b>	Interpersonal Communication	Reading: to be distributed
<b>7.</b>	Group Performance	Forsyth - Ch 10
<b>8.</b>	Enhancing Group Performance	Case: to be distributed
<b>9.</b>	Groups and Teams	Class activity
<b>10.</b>	Creating effective teams	Forsyth - Ch 12
<b>11.</b>	Leadership Theories and Styles	Forsyth – Ch 9
<b>12.</b>	Understanding leadership styles	Forsyth – Ch 9
<b>13.</b>	Contemporary leadership roles	Case Analysis
<b>14.</b>	Power and Influence	Forsyth – Ch 7
<b>15.</b>	Power and Authority	Forsyth – Ch 8
<b>16.</b>	Group Problem solving and Decision making	Forsyth – Ch 11
<b>17.</b>	Group Problem solving and Decision making	Case Analysis
<b>18.</b>	Conflict and Cooperation	Forsyth – Ch 13
<b>19.</b>	Collaboration and Negotiation	Video, Class Activity
<b>20.</b>	Intergroup relations	Forsyth – Ch 14

**NOTE:** Changes in Syllabus: Although this course is expected to follow the plan as shown above, the faculty reserves the right to adjust the plan as per need.

**5. Evaluation:**

- Mid Term: 25%
- End Term: 35%
- Quizzes: 20%
- Group project: 20%

**6. Academic Integrity:**

- Please note that students involved in academic dishonesty will receive a **ZERO** grade on the particular component in which the infraction occurred.
- Academic dishonesty consists of misrepresentation by deception or by other fraudulent means. In an academic setting this may take any number of forms such as copying or use of unauthorized aids in tests, assignments, examinations, term papers, or cases; plagiarism; talking during in-class examinations; submission of work that is not your own without citation; submission of work generated for another course without prior clearance by the instructor of both courses; submission of work generated by another person; aiding and abetting another student's dishonesty; and giving false information for the purpose of gaining credits.

**7. Student Consultation:**

Faculty will be available in office for any discussion/consultation on class days and as per need. You can email or call to fix a suitable day and time.