Building on teams for organizational improvement and development

Manodip Ray Chaudhuri[1]*, Kausik Chakraborty[2]

1. Associate Professor and Dean, Xavier Business School, St Xavier's University, Kolkata, India
2. PhD Scholar, Xavier Business School, St. Xavier's University, Kolkata, India

Abstract
In today's world for an organization to survive the importance of Team work is very crucial and how organization is using it as a tool to enhance the output. Each and every organization set up consists of both formal and informal organizations to complete an assigned task or an objective/goal. Now a formal organization in layman's term means that it is authority approved responsibility with proper clear division of work and clear segregation of hierarchical levels. On the other hand, informal organization is more or less like consisting of dynamic behaviors' and various activity patterns within the formal structure only but due to various human bonding and interactions. Now between these formal and informal organizations also there exist the concepts of "Group" and "Team". In a group basically people join as they feel a sense of comfort by being surrounded with comparable values and common mindset and this group also gives people a kind of informal status which can make these people feel important and secure. Now within groups also there is segregation between "Formal Group" and "Informal Group" where formal group means it is a group created by organization to achieve certain objectives and goals where the group normally gets full support from the organization. In informal group there the member's makes connection out of natural attractions which share common interest and these groups are not recognized by the authorities. According to Belbin, he gave nine team roles which if the managers while building a team follow as a responsibility to be followed by each member then it would add greatly in building a successful team; the roles represent tasks and functions in team activities. This paper will extensively discuss in details the importance of team work and also the relevance of group in order to achieve the organizational goals and how organization in using "Team Building" as a tool for Organization Development also how to enhance team and group effectiveness. The paper would conclude in terms of crafting some case-based description towards employing the notion of groups and team as OD interventions towards organizational augmentation at large.
Keywords: Team building, Group, Team, Organizational development, Group effectiveness, Interventions, Training, Operative, Behavior.