

## **HRM263 Team Dynamics**

**Level:** 2

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY SEMESTER

### **Synopsis:**

A team brings together individuals with similar interests and objectives. Teamwork originates with, and builds relationships among, a group of people who share a common interest or purpose. Working in teams allows individuals from different areas of work (e.g., marketing, finance, IT, corporate relations) with different roles (staff, volunteer, client/consumer/customer) and perhaps from different organisations to work together on issues of interest to team members. A team focuses its work on common objectives and finding solutions to shared problems. It uses formal processes such as record keeping, facilitation and scheduled meetings to achieve its objectives. This course presents the dynamics of what makes teams work and how a group of individuals can create the synergy that enhances performance to achieve positive outcomes.

### **Topics:**

- Groups in the workplace
- Characteristics of team players
- Leadership and group decision making
- Cooperation in groups
- Negotiation and influence
- Effective teamwork: process gain
- Ineffective teamwork: process loss
- Conflict and crisis management
- Team building
- Virtual teamwork
- Evaluating and rewarding teams
- Cultural influences on teamwork

### **Textbooks:**

Donelson R. Forsyth: Group Dynamics (ISBN: 9789814844833 7th Cengage  
ISBN-13: 9814844833

**Learning Outcome:**

- Demonstrate an understanding of concepts of team work.
- Explain why and how conflicts and decisions occur in work groups.
- Discuss how to effectively influence and relate to team members.
- Identify effective ways of managing team performance.
- Implement effective relationships
- Demonstrate collaborative team management skills that facilitate team work

**Assessment Strategies (Evening Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	GROUP BASED ASSIGNMENT 1	40
	CLASS TEST 1	10
	PARTICIPATION 1	10
Overall Examinable Components	ECA	40
<b>Total</b>		<b>100</b>