



CERTIFICATE

This is to certify the project work entitled
"TEAM BUILDING IN ORGANIZATION"

Is done by

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As a part of their Curriculum in the Department of Commerce

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ANNEXURE -1

DECLARATION

I here by declare that the project entitled "TEAM BUILDING IN ORGANIZATION" is an original work done by me and has been submitted to the Department of Commerce Osmania University, Hyderabad in partial fulfilment for the award of the Degree of Bachelor of Commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

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ABSTRACT

Because there are no pure formal or informal organisations in real world, one may conclude that an organisation is a mix of formal and informal groups. Thus, its performance depends on the management ability to recognise the existence of these groups, to transform them from groups into working teams, to motivate and stimulate them to achieve organisations goals. We must differentiate the concept of group versus the concept of team. A simple definition of the group can be: two or more persons who come into contact for a purpose and who consider the contact meaningful. A team has to accomplish bigger goals than any individual group.

The purpose of a team is to perform, achieve results and be successful in the organisation or marketplace. The literature describes several types of groups according to a set of criteria. Formal groups (work team) is created by an organisation in order to achieve a certain goal, being recognised and receiving full support from the organisation. Informal groups arise from natural attractions among individuals for social reinforcement or other benefits. They seldom share the organisational objectives and have a temporary basis. The roles within a team actually represent tasks and functions in the self-management of the team's activities. Belbin developed a test to identify individual team roles. Many teams go through a life-cycle of stages, firstly identified by Bruce Tuckman in 1965 as: forming, storming, norming and performing. This model has become the basis for further models of group development, principally adding the 5th phase of adjourning. If there are many advantages of the team working, there are also disadvantages that should be considered by a manager when building a team.

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CONCLUSION

The project study was carried out at the Mother Dairy, Yelahanka to find out the factors that have influenced effective team building with management to create organizational commitment.

The data has revealed that there was average team building programs and process in the organization, the special areas of high satisfaction are team work, mutual discussion and better co-ordination and co-operation among the team members.

Considering all these factors projected report comes to conclusion that The Mother Dairy, Yelahanka, the effectiveness of team building with management is high.

Team building, team work, team performance has the overall impact on the company, if the teams are not properly build teams it may have a negative impact on the organization.