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HOME WORK

Individual assignment for OB

The story about «Lan yu Chong Shu»

The story “Lan yu chong shu” which describes the case in which the pretended is mixed with the genuine.

In ancient China, King Xuan of Qi dynasty loved music, especially listening to Yu (a kind of musical instrument made from bamboo). He had 300 musicians who were good at playing Yu. King Xuan of Qi always wanted to show his majesty as a monarch in front of people. Therefore, when listening to the Yu playing, he always asked the 300 people to play together for him.

A lazy man named Nanguo who faked his way into becoming a musician for the King of Qi without knowing how to play the instrument at all. He imitated movements of other musicians and was paid a good salary in the ensemble until the King died. The new King preferred solo performances. He was terrified that his trick would be found out. That night, he packed his things and escaped the court.

Mr. Nanguo was successful under the reign of king Xuan, because he used to listen music by a big group. Then it was easy for someone to fool him. Unfortunately that was not the case under the reign of king Min, because he loved listening solo music. No way anyone could fool him in a solo performance. Mr. Nanguo forgot what **Abraham Lincoln said**, “You can fool some of the people all of the time, and all of the people some of the time, but you cannot fool all of the people all of the time.”

This phenomenon could have been minimized by group management. A smaller team is always better. Any team consists of 6 to 8 members is considered to be a good team. Then it is very much possible to judge an individual as well as the group. Smaller groups also enable individuals to form relationships and build a cohesive unit, all attributes that encourage individuals to contribute. Only a few industries like aircraft industry requires a

huge group. Besides through a group selection process applicants are paired with each other to compete. Then man like Mr. Nanguo couldn't have succeeded in his fake mission.

The story is a perfect example of social loafing. One person exerts less effort in a group than others. The fake man was just imitating and getting full salary and advantage without doing anything. The problem with social loafing is the tendency of certain members of a group to get by with less effort than if they were working alone and who operate under the assumption that others' efforts will cover their shortfalls.

I would like also point out about benefits and drawbacks of team work. For sure, It is clear if there are highly-professionals who know their job quite well there will be better decisions, services, better data sharing, employees will feel more valued and motivated and Business will move faster. However, we should not also avoid that team work may have some challenges like in story above where you may have unskilled employees which can lead to process losses, social loafing, less productivity and so on... Except for some solutions that already presented above I would like also to tell about **Alphabet** software company's team player selection method. The company identifies job applicants with the best team skills through a group selection process in which applicants are paired with each other to complete software tasks, I think it is also good method to identify the skills of potential employee before hiring them.

The moral of the story is, if we want to do anything by a group then we have to know about group management i.e., group size, group composition, team player selection, team environment and best tasks for a group. A good team combination would be where there is co-operation, co-ordination and communication. Interpersonal skill is also very important.

Having mutual respect, common and aligned goals, open communication, and patience can all help make for a successful team.