A topic that is often stressed in Organizational Behavior is the difference between groups and teams. A group is considered to be a collection of people while a team is considered to be a group of people with a common goal. A team creates dependence among employees in order to fulfill a task. Like every company, Schindler has a plethora of teams within the organization. There are five classifications of teams in organizations; these include, work, management, parallel, project, and virtual teams. The team that incorporates the majority of Schindler is the work team. The work team is a team that produces goods or services. Work teams require a full time commitment from their employees and have high member involvement. In Schindler’s case, a work team would be a team that installs elevators, provides maintenance for the elevators, or sells the elevators.

Within these work teams there is quite a lot of interdependence going on. Take for example an elevator installation, since each member of the team has a different task assigned, they all have to work together in order to install the elevator. The interdependence in very high since if anything goes wrong, a person’s life is at stake. An interdependence where team members rely on each other to complete the task on hand is called task interdependence. After analyzing the structure of the elevator installation crew, the type of task interdependence that I most closely matches with is reciprocal interdependence. This type of interdependence occurs when group members interact with a specific subset of employees in order to complete the work. For instance, the electricians will mostly interact with other electricians and will have minimal involvement with the structural crew. Within the team itself there are many tasks performed. The majority of the tasks that occur in Schindler are additive tasks. Additive tasks are tasks that are added up in order to estimate team performance. Since the interdependence within Schindler is so high, it was natural that the task within teams are additive tasks.

The tasks that occur within the teams in Schindler are all contributive to the performance of that team. In Schindler, teams are also rewarded based on their performance. This creates another form of interdependence which is called outcome interdependence. Outcome interdependence measures the degree to which member rely on each other for the rewards that come from accomplishing a task. However, Schindler incorporated a hybrid outcome interdependence system. This system gives rewards to members based on individual and team performance. This system not only gives incentives to perform well on the individual level but also on the team scale. This increases citizenship behavior within the teams and promotes a better work environment that promotes synergy. The team structures at Schindler shows how Schindler promote good teamwork which reflects on their performance.