



**III Semester M.B.A. (Day and Eve.) Examination, May/June 2025**  
**(CBCS) (2022-23 and Onwards)**  
**MANAGEMENT**

**3.5.2 : Team Dynamics at Work**

Time : 3 Hours

Max. Marks : 70

**SECTION – A**

Answer **any five** of the following : **(5×5=25)**

1. What are the roles of leaders in making a group effective ?
2. What are the types of organizational culture ?
3. Discuss the principles of Employee Engagement.
4. Explain the process of appreciative inquiry.
5. What are the factors for determining team morale ?
6. Differentiate between competitive and collaborative behaviour.
7. What are the sources of conflicts in the workplace ?

**SECTION – B**

Answer **any three** of the following : **(3×10=30)**

8. Discuss the factors influencing team composition and how it affects performance.
9. Explain the strategies used for talent retention in today's competitive environment.
10. Discuss different negotiation skills for team building.
11. What are the various causes of work stress ?

**P.T.O.**



## SECTION – C

12. **Compulsory** (Case study) :**(1×15=15)**

Orion Enterprises, a leading manufacturing firm, had recently undergone a major restructuring that led to merging two departments. While the intention was to improve efficiency, it resulted in tension and low morale among employees due to role overlaps, communication gaps and unclear responsibilities. Productivity dipped, and team members were hesitant to collaborate or take initiative.

The new HR Manager, Priya, identified that the key to resolving this was rebuilding team morale and trust. She organized a series of workshops focusing on team building strategies like collaborative games, open communication sessions, and peer recognition programs. In these sessions, she also facilitated activities where employees could negotiate responsibilities, share their strengths and set mutual expectations. These negotiation-driven exercises helped team members clarify roles without conflict, leading to increased cooperation and ownership.

Over the next few weeks, positive changes were visible. Employees began to engage more, conflicts reduced and project goals were met ahead of deadlines. The team began to function more cohesively, with improved communication and mutual respect, highlighting the importance of using the right negotiation strategies and morale-boosting activities to strengthen team dynamics in the workplace.

**Questions :**

- a) How did Priya use negotiation skills to resolve conflict and promote team building at Orion Enterprises ?
  - b) What strategies were implemented to boost team morale and why are such strategies important in organizational settings ?
  - c) Explain how structured team building activities can impact collaboration and productivity in the workplace.
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