**INTRODUCTION** For any company the innovation in the product line development is must. The criteria to reach the short term and long-term goals to reach the target productivity and maintain the customer satisfaction by reaching the requirements needs is very important. However this is only possible with the teamwork. The very existence of team working to gather in the organization to satisfy the goals is very common in the 21st century, which is know fact. Although some organizations believe it is important to consider the individual assessment alongside with the teamwork, the criteria for considering working within the team is believed to be very important criteria. There are articles supporting that teamwork is playing an important role in development of software product. Author Nils Brede Moe support that teams should self organize or self manage. In some companies in Japan scrum for instance self-management is the main criteria in product line development. Some citations as well show that the implementation doesn’t always lead to success. The criteria of self management is not very recently introduced into the system it is there from the past like in 1950’s authors supported the very existence of self management in the self regulation oriented coal mining environment which is one of the very beginning of the term self organization. Later as the time passed on different terminology similar to the context is seen like empowered teams, autonomous work group, semi autonomous work group, self managing team, self determining team, self designing team, cross functional teams and quality circles…. The success stories helped the society to develop and implement the task of self-organizing of the task. This credibility and effectiveness in outcomes resulted in deploying the team self-management in the organization but at different levels sometimes the leadership is interdependent on the decision-making criteria in the team. Decision-making priority and degree of freedom, which is given to the team member’s in taking the decision, is the critical factor to witness the amount of self-organization given to the team. Some citations also support that giving complete authority to the team as will sometimes lead to efficient productivity but not same in all the case. There are several factors that are interlinked with the success and failure of the team in self-organization. Many organizations now a day are supporting the agile software development. Agile software development methodology have been recently one of the most important and most discussed topic in the stream of software engineering both by the practitioners and the researchers as well. There are different methodologies existing in the agile software development like scrum, crystal methods, feature driven development, adaptive software development. The main focus within the agile software development is to improvise the dynamics among team members and their interactions, rather than the requirement’s planning and software development process. From the agile manifesto and based on the citations authors support that the people form or become the cornerstone in the software development lifecycle. Thus the literature study proves that the very existence of self organizing within the team is very important, at the sametime having too much lenience or not bothering about the team working as their own disadvantages. The below sections will describe the following factors about team autonomy.

* Benefits of team autonomy.
* Different levels within team autonomy.
* Leadership style with respect to both organizational and on the project level.

Generally in any organization where the innovation is persistent the work unit that helps to drive the innovation is interlinked with the team rather than the individual.

**The Benefits of Team autonomy:**

The team autonomy has many benefits such as

* Increased productivity.
* Innovation.
* Employee satisfaction.
* Lower turnover.
* Lower absenteeism.
* Lower response time.
* Customer satisfaction (Noted in many studies).
* Positive team members’ attitude.
* Stronger commitment.
* Trust.

The most important of all having exclusive cross-functional teams lead to increase in functional redundancy and thereby increase the flexibility to deal with person shortage. The team autonomy is useful in taking the decision-making authority at operational problem level and the uncertainties’ that increase the speed and accuracy of problem solving. Using the team autonomy the organization can improve the productivity and certainly the quality increases. But these benefits are applicable when the team is guided by appropriate leadership style both on organizational and project level. The benefits are interlinked with the organizational context and their vision in developing product is similar to the team performance goals. Different authors support that self-organization teams are advantageous as they bring positive outcomes; this is possible because they can react to the problem quickly as the decision-making is closer to problem itself.

**Different levels of team autonomy:**

There are three different levels of autonomy namely.

* Internal autonomy.
* External autonomy.
* Individual autonomy.

The External team autonomy refers to the degree to which the external people influence the team decision making in reaching their performance goals. The internal team autonomy refers to the organized work that is consistent throughout the product line development within the team. Individual autonomy is the degree of freedom that he have in making the decision with respect to his/her work progress.

**Prerequisites of Team Autonomy:**

The teams now a day are given ability to take their own decision completely without the management involving at all, some companies do implement such procedures. Team autonomy is important and necessary but the degree of freedom in decision-making is to be balanced, a as not having any type of preconditions or obligations or constraints lead to imbalance.

Conditions are as follows.

1. Team must know how to respond to the degree of freedom.

The team must always be a cohesive unit or stick to one decision they make as a team and implement it, or the degree of freedom can backfire.

1. Shared leadership.

The leadership role is given to best skilled people who know what to decide for a particular issue unlike traditional leadership, where one person takes entire decision.

1. How to find balance.

Team members must know at least some information about the amount of freedom and the requirement to keep themselves balance within the team. Knowing too much about the team also lead to chaos.

1. Start small and maintain redundancy.

Staring out with too much freedom would not always success. Start small with little freedom when you are unsure about the right amount of freedom option to be given to the individual. Maintain redundancy as it helps to improve uniformity within the team as each team members are able to help and do others work.

**Leadership style on organizational level and on project level.**