

Unit 03: Group Dynamics & Team Development

1.

The tendency whereby a group reaches a decision by trying to minimize conflict, neglecting to critically test and evaluate ideas, is termed

group compromise

group consensus

groupthink

group cohesion

2.

A _____ is two or more individuals, interacting and interdependent, who have come together to achieve particular objectives.

Clique

Taskforce

Cohesive unit

Group

3.

_____ are acceptable standards of behavior that are shared by a group's members.

Norms

Rules

Policies

Missions

4.

The group formed by an organization to accomplish narrow range of purposes within a specified time

Formal Group

Interest Group

Task Group

Functional Group

5.

Groups which are formed as the consequence of organizational structure and work division are known as:

Informal Group

Formal Group

Operational Group

Task group

6.

Mr. Ahmad is HR manager in an organization. He has ten employees who directly report to him. They are the part of which of the following group?

Command group

Task group

Friendship group

Interest group

7.

In the Tuckman model, groups at the _____ stage develop guidelines and standards of acceptable behavior.

Storming

Norming

Adjourning

Forming

8.

When the group energy is focused on the task at hand, the group has moved to the _____ stage.

Storming

Norming

Maturation

Performing

9.

After which stage of a group's development is there a relatively clear hierarchy of leadership within the group?

Norming

Storming

Development

Forming

10.

Which of these stages is used to wrap up activities of the group and provide a sense of closure to its members?

storming

norming

performing

adjourning

11.

Which of these stages is marked with high productivity?

storming

norming

performing

adjourning

12.

Beliefs, attitudes, traditions and expectations which are shared by group members is called

Group norms

Group cohesiveness

Group Behavior

Group Structure

13.

-----is the attractiveness of the members towards the group or resistance to leave it.

Group norms	Group cohesiveness	Group Behavior	Group Structure
14. What is the relationship between size and group performance?			
The larger the group, the greater the individual productivity.	Increase in group size are inversely related to individual performance.	Total productivity tends to decline in large groups.	Group size is not a determinant of individual productivity.
15. _____ refers to situations in which group pressures for conformity deter the group from critically appraising unusual, minority, or unpopular views.			
Groupthink	Group view	Groupshift	Group deviance
16. A team is a relatively work group whose members must coordinate their activities to achieve one or more common objectives.			
Permanent	Temporary	Adhoc	All of the above
17. Cross-functional teams are made up of employees from about the same hierarchical level, but from different work areas, who come together to accomplish a task.			
True	False		
18. Problem-solving teams consist of groups of 5-10 employees from the same department, who meet for a few hours each week to discuss ways of improving quality, efficiency and the work environment.			
True	False		
19. A self-managed team includes collective control over the pace of work, determination of work assignments, organization of breaks, and collective choice of inspection			

procedures.

True

False

20.

Members who share a bond both professionally and personally will work harder to achieve success for those for the group than a team where those relationships have not been developed.

True

False

21.

A work team generates through coordinated effort.

Negative Synergy

Positive Synergy

Neutral Synergy

All of the above

22.

Team is a group, but unfortunately, not all groups have the high degree of and commitment to success that we traditionally associate with the concept of a team.

Dependence

Interdependence

Independent

Interdependence

23.

Based on their objectives, teams may be classified as problem-solving teams, self-managed teams and cross-functional teams.

True

False

24.

Cross-functional teams are formed to solve complex problems.

True

False

25.

Cross-functional teams are _____

Temporary

Permanent

Regular

All of the above

26.

Cross-functional teams discuss complex problems and break them down into parts and refer these to departmental teams and work teams of respective functions for further solution.

True

False