Organizational Dynamics

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Professor

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Assignment #1 – Core Essential Elements

1. Select One (1) Core Essential Element from the Syllabus Outline:

a. Asynchronous Cores 2 and 4: Create a 350-word original discussion paper

(with cited sources) during the first week of the term. Post this discussion in DIAL

Discussion Forum. Then, provide two peer responses of 100 words each (total of

200 words) in the Discussion Forum.

b. Professor will check for quality of content and word-count requirements. Grade

assigned will be Credit or No Credit (CR/NC).

**Group and Teamwork Dynamics**

Churches, corporations, social clubs, and other organizations are all made up of groups or teams. In an organization such as the ones I have worked for, departments more or less serve as teams. My field for the last ten years has been property management. Within a property management company, there are a number of departments or teams. There is the accounting team, the compliance team, the maintenance team, and so on. In order for teams to function efficiently, contributing to the overall company agenda and mission, a team needs to be cohesive. Cohesivity depends on the group’s dynamic. The group dynamic is how the group interrelates, communicates, cooperates, and works with each other. A group dynamic can be positive or it can be negative. The group dynamic can be negative in the sense that members of the group do not communicate with each other on a regular basis, members do not help each other with tasks, members only see each other as competitors, or group members feel threatened by each other.

A positive group or team dynamic is where members share knowledge and information, fill in for each other during absences, respect each other, and do not see each other as competitors but as iron sharpening iron, and finally a positive group dynamic is where each member works alongside each other with harmony and have a shared goal. Baran (2020) states “Team members should have a clear understanding of how other team members approach problems and what unique types of knowledge or skill they each have” (p.8).

One barrier to a positive, healthy group dynamic is diversity in culture. Members of a group or team may be of different ethnicities, come from different backgrounds, or have different religious beliefs and practices. If team members do not respect cultures outside of their own or wish to learn and understand other cultures, this can cause a problem and hinder productivity as well as morale. Some cultures are used to authoritative management styles whereas others respond better to a transformational leadership style and desire autonomy. Some team members need to pray during lunch time because of their faith tradition and some members insist that everyone eat together and talk shop. Because a group may be composed of various ethnicities, language may very well be a barrier. There are members of the same ethnicity that come from different cultures.

Hasan, Islam, & Chowdhury (2020) assert “Different literature witnessed that team dynamics is strongly connected with organizational innovativeness (p. 59). What is important to know is that team and group dynamic affects the working environment for better or for worse. Regular team meetings, group training, productivity assessments, and culture appreciation activities can improve team dynamics so that there are consistent positive interactions, high morale, respect, and productivity.

WORKS CITED

Baran, B. E., & Woznyj, H. M. (2020). Managing VUCA: The human dynamics of

agility. Organizational Dynamics (pp. 1-11). <https://doi.org/10.1016/j.orgdyn.2020.100787>

Hasan, I., Islam, M. N., & Chowdhury, M. A. F. (2020). Do Team Dynamics Influence the Organizations to Be Innovative?. In Innovative Management and Business Practices in Asia (pp. 58-76). IGI Global.