Essay

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**Groups & Teams Exercise**

A group is the collection of a person who works, cooperate, and interact with one another for the achievement of a common goal at the same time. A group member has an individual identity, and they have the authority to share resources and information with other group members.

The groups in an organization are made for common beliefs, experience, and interests in a common principal and field for their easy coordination with one another. There are two kinds of groups in an organization to perform a specific task in an organization; Formal groups are created by organization management. Informal groups are created naturally in an organization to fulfill the psychological and social human needs. The examples of groups include Group of HR in IBM, trade union, ethnic groups, airline flight crews, and friendship circles.

A team is a group of people which are gathered to achieve a common goal in a specific period, and they are accountable collectively for their actions. "one for all and all for one" is the actual agenda of the team. In team, members share the team task responsibility, and they are responsible and accountable for its outcomes. It is the collective effort result among the members of the team. There is a mutual understanding present among the members of the team. They work together to reduce the weakness and increase the strength of one another by giving suggestions to one another. Collaboration, confrontation, and cohesion are the key features of the team. The examples of the team include the team of doctors, a cricket team, and IBM team of IT.

We have taken the Group of HR and Team of IT of IBM computers the contrast is as follows. In the case of IBM, they have a group of HR working in the office, and they the groups have an individual with different knowledge, abilities, and skills and they have different JD's which have to be performed by them individually, and all of them are individually accountable for their roles works and responsibilities. Whereas IBM has made different teams of IT which have a common goal and they are lead by the leader. They all have to focus on a specific goal of the same interest. The goal is focused by all members of the teams and whole teams os responsible in the case of failure of goal. The goal may be product development or product enhancement etc.

IBM HR group is Individually accountable for their actions, whereas the IT team of IBM is having mutual as well as individual accountability. The HR group works together to share perspective and information. The team of IT Regularly come together for discussion, problem-solving, decision making, and planning. The focus of IBM workgroup is on individual goal; they have no concern with one another goal. Focus of the team of IT specialist is the same goal, and the team is working together to achieve that goal. HR group members are responsible for different JDs and accountable for their own JDs. IT team has focused on the same product, and they have the same goal to make this product successful. Individual responsibilities, roles, and tasks are defined to every HR person of the group. IT team has mutual responsibilities, roles, and tasks which may be rotated with time. One person of HR is concerned with his challenges and outcomes. Team of IT as a whole face the challenge and concerned with the outcome. Goals, Purpose, and work are defined by the manager in the HR group, whereas Goals, Purpose, and work is defined by the leader of the team.