**MANAGEMENT – HOMEWORK: SESSION 5**

**Fundamentals of Management 10th Edition**

**Stephen P. Robbins, Mary Coulter, David A. DeCenzo – Pearson 2017 (978-0-13-423747-3)**

**Chapter Ten: Understanding Groups and Managing Work Teams**

Think of a group to which you belong (or have belonged). Trace its development through the stages of group development. How closely did its development parallel the group development model? How might the group development model be used to improve this group’s effectiveness?

How do you explain the popularity of work teams in countries such as the United States and Canada, whose national cultures place a high value on individualism?

“All work teams are work groups, but not all work groups are work teams.” Do you agree or disagree with this statement? Discuss.

Would you prefer to work alone or as part of a team? Why?

“To have a successful team, first find a great leader.” What do you think of this statement? Do you agree? Why or why not?

What traits do you think good team players have? Do some research to answer this question and write a short report detailing your findings using a bulleted list format.

Contrast the pros and cons of diverse teams.

What challenges do managers face in managing global teams? How should those challenges be handled?

Sometimes it may take a long time for a team to reach its goal. As a manager, how would you motivate a team to keep on trying?

**Chapter Eleven: Motivating and Rewarding Employees**

Most of us have to work for a living, and a job is a central part of our lives. So why do managers have to worry so much about employee motivation issues?

What is motivation? Explain the three key elements of motivation.

Contrast lower-order and higher-order needs in Maslow’s needs hierarchy.

What role would money play in (a) the hierarchy of needs theory, (b) two-factor theory, (c) equity theory, (d) expectancy theory, and (e) motivating employees with a High Achievement?

What are some of the possible consequences of employees perceiving an inequity between their inputs and outcomes and those of others?

What are some advantages of using pay-for-performance programs to motivate employee performance? Are there any drawbacks? Explain.

Many job design experts who have studied the changing nature of work say that people do their best work when they’re motivated by a sense of purpose rather than by the pursuit of money. Do you agree? Explain your position. What are the implications for managers?

As a manager, what will you need to know about goal-setting theory as a motivation tool?

Can an individual be too motivated? Discuss.

What challenges do managers face in motivating today’s workforce?

What economic and cross-cultural challenges do managers face when motivating employees?

What are the three variables in expectancy theory and how do they explain motivation?