**TOPIC 2: INDIVIDUALS, GROUPS AND TEAMS IN THE ORGANIZATION**

**SELF-CHECK**

* What is personality?
* How do we typically measure it?
* What factors determine personality?
* What is value?
* Explain importance of values.
* Differentiate terminal and instrumental values.
* Elaborate generational values.
* What are the differences between person-job fit and person-organization fit?
* Discuss six personality types that matches with occupation types.
* What is Vocational Preference Inventory questionnaire?
* What is group?
* Differentiate formal and inform groups.
* Explain the significance of social identity.
* Elaborate ingroups and outgroups.
* Explain social identity threat.
* What are the key components of the punctuated-equilibrium model?
* Discuss elements in roles group property.
* Are all groups have norms? Discuss.
* Elaborate the relationship between group norms and behavior.
* Explain status characteristics theory.
* What is status inequity?
* What is social loafing?
* What is group cohesiveness?
* How group diversity influences group performance?
* What is the differentiation between problem-solving teams and self-managed work teams?
* Justify why cross-functional teams are challenging to manage.
* Discuss the advantages of virtual teams.
* Elaborate multiteam systems.
* Elaborate how employees can be a good team player in the organization by referring to Team Effectiveness Model.
* Discuss on how to select and hiring team players.
* Elaborate appropriate training should be provided to create effective team players.
* Discuss on what rewards should be given to employees in order to turn them to be effective team players.

**SELF CHECK**