

## PREFACE

Groups may need help in coming together. They may need help in developing a form of organisation and in deciding ways of admitting new members. Social group work enriches community life when individuals learn how to take responsibility of their behavior and how to become participating members of society. Persons who have had satisfying group relationships become socially mature and learn how to respond to the team work demands of modern day living. Social group work helps to understand groups and provides know-how to work with them, individuals within team gets helped how to cope with conflict and focus on growth and development. Thus individuals, groups and organisation benefits from group work.

In complex large industries team orientation has gained importance and visibility in 20<sup>th</sup> century in Fortune 500 organizations. Organizations were getting the complex work done by teams. Researchers like Katzenbach and Smith, Cohen and Bailey, Anderson and West, etc. have done significant work on teams. Team specific awards, rewards and recognition became a practice in many multinational organizations across the world. As industries becomes more complex, social adjustment needs also increase in complexity.

The organisation now a days aiming in developing high-performance organisation. They want to create a quality product which can sustain for longer period of time. For achieving that aim organisation need to have conducive working climate. Hence, manufacturing industries need to understand how team climate is prevailing in organisation. The industries need to focus on factors which are require to develop positive team climate. The organisation also need to focus their attention on developing team effectiveness. Thus research emphasize on the factor in relation to team effectiveness for organizational development. The study focuses on support for innovation, participative safety, task orientation, team vision and social desirability as a factor which contributes towards team climate and how each of the factors contributes to creating team effectiveness. To sum it up, considering social group work as method of intervention to analyze the social relationship that reflects as part of team climate for integrated collaboration of individuals in team in organisation committed to well defined objectives and helped towards attainment of these objectives by an employees who works in certain way. Hence, there is a lot of significance and need for this study to find out the relationship between team climate, team effectiveness, and organizational development in workteams of manufacturing industries.