

# Team Effectiveness and Its Measurement: A Framework

Anup K. Singh\*

Nina Muncherji

---

*A team is a building block of any organization. Consequently, effective teams are a pre-requisite for organizational success. Different groups of people perceive criteria and measures of team effectiveness differently. There are objective as well as perceived measures of team effectiveness. Team effectiveness is a multi-faceted phenomenon. It is important that scholars and practitioners develop a comprehensive and holistic perspective on team effectiveness. We propose a functional approach to team effectiveness that focuses on five team functions: team objectives and integration, decision-making, managing meetings, implementing decisions and creating a healthy climate. It is argued that one needs to pay attention on all these five functions and strike a balance among them to make a team effective.*

---