

# Effectively Managing Universally Disseminated Virtual Team: Challenges and Mitigation Strategies

M.Bharathi, A.Muthukumar, V.Nisha, G.Linda Rose, S.Jaya Prasanna

**Abstract** - Corporate Institutions, Bureaucracy, Health Department mostly all, dependent on teams which are scattered in various geographical locations, in which interface and association happens in dispersion through geographically-disseminated and culturally-distinct people. The teams may locate on different continents, but they are all organized by a single company and work for single goal. Even experienced team participation with technologies does not guarantee that the virtual team will reach the final product as expected. The finest technology even cannot function if suppose the virtually scattered people are not adapted for the challenges posed by functioning in different time zones and imperial boundaries. People working from Europe for a task and some other from USA need to communicate with people in United Arab Emirates, they may use experienced and easy Web-based system which includes version control, alert and information services while working on pieces of code. People may face challenges in knowledge sharing communication like joining in calls due to language obscurity, but the management definitely could share and allocate appropriate task to people in various places in email or through some other texting applications. The list of importance of Virtual team and how the challenges can be mitigated to achieve the expected goal with some technical assistance are described.

**Keywords:** Disseminated, Social Reclusiveness Virtual Team.

## I. INTRODUCTION-DISSEMINATED VIRTUAL TEAM

A geographically dispersed group is a group of people from different countries and continents working together for an organization [1]. Remote group refers to a group of people working together from geographically different locations and communicates through technology such as email, texting apps and other conferencing services in order to work for a task.

We are working with people around the globe, have almost displaced away from functioning with people who are in our

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**Mrs. M. Bharathi MCA, MPhil, NET, MTech** working as Assistant Professor in the Department of Computer Science, Dhanraj Baid Jain College, Chennai, Tamilnadu

**Mr. A. Muthukumar MTech**, working as a Consultant in Tata Consultancy Services, Chennai, Tamilnadu.

**Mrs. V. Nisha MCA, MPhil, SLET**, working as Assistant Professor in the Department of Computer Science, Dhanraj Baid Jain College, Chennai, Tamilnadu.

**Ms. G.Linda Rose MCA, MPhil**, working as Assistant Professor in the Department of Computer Science, Dhanraj Baid Jain College, Chennai, Tamilnadu.

**Mrs.S.Jaya prasanna MCA, MPhil**, working as Assistant Professor in the Department of Computer Science, Dhanraj Baid Jain College, Chennai, Tamilnadu.

viewable nearness. This decade is raising popularity for virtual team structures in all type of organizations, with unique exclusions all departmental teams are indirectly in effect to some range.

## II. DISSEMINATED VIRTUAL TEAM ADVANTAGES

The main advantages of agile scattered teams are the accessibility of a compromising and also the infrastructure can be easily configurable [2]. One of the most important keys to the success of all developing companies is to set a timeline for achieving market goals, this achieved with virtual resources. Some advantages are :

**Less Expenditure** - The substantial convenience of virtual team enjoyed by any management, is the least expenditure compare to traditional team management. Much of the organization cost is taken to establish splendid office spaces and for administrators travel. Different geographically located people expect different wages for their work, also may cost less amount for raw material to purchase so production cost get decreases with low pay of the employees. **Mobilizing Global Expertise** - Companies are developing virtual teams to search for talent beyond their home country. The goal is to bring together experts and intellectuals elsewhere in the world [2]. This results in increased knowledge sharing, prime business proceedings and greater innovation by understanding of global and local markets.

**Mass product Enhancing & Bigger Revenue** - Virtual teams focus more on work, not having to deal with unnecessary bureaucracy increases productivity with great care.

## III. DISSEMINATED VIRTUAL TEAM DISADVANTAGES

**Technical Expenditure** - We can achieve great success in this virtual team management only with the help of much more communication technologies such as instant messaging, electronic mails, Skype, Instagram etc. Rather than paying big money to all workers in one place, the cost of building virtual team and installing equipment required for communication is relatively low.

**Cultural differences among members of virtual teams - Controversies, Mistrust and Teamwork** - can lead to many conflicts. For example, when an American describes an email as a bad situation, it may be considered inappropriate by someone from a South Asian team. This can lead to conflicts and affect the success of virtual team work.

Social Reclusiveness - Explaining the problem without reading the face of the people may not lead us to find solution. In virtual environment most of the communications are task-oriented only, which leads to rigidity.

We can conquer and success all these difficulties by adopting the best distinctive direction given the management.

## IV. MITIGATION STRATEGIES FOR DISSEMINATED VIRTUAL TEAM

Through exercises and formation, clarity of participation and effective communication strategies, the task can be achieved smoothly.

Handling Expectations and Explanations Team members need to know when, how and with whom, and how much information to share, which must be clearly defined by the organization to the group.

Information and Communication Technology (ICT) selection should ensure that all parties involved in the virtual team use the same technologies and versions.

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## AUTHORS PROFILE



**Mrs. M. Bharathi, MCA, MPhil, NET, MTech** working as Assistant Professor in the Department of Computer Science, Dhanraj Baid Jain College ,Chennai since 2007. She has Published few papers in Scopus Indexed Journal also presented paper's in international conferences. Got an opportunity to prepare NAAC Report regarding Research, consultancy and extension activities by staff, Work as a Trainer in Women Empowerment Cell, Member in Entrepreneur Development Cell, also an Internal Exam Coordinator for our computer science department.



**Mr. A. Muthukumar, MTech** ,Working as a consultant in Tata Consultancy Services, Chennai. He has published few papers in Scopus Indexed Journal. He has 19 years of IT experience with 13+ project and delivery management in BFS domain.



**Mrs. V. Nisha MCA, MPhil, SLET** is currently pursuing Ph.D in Mother Teresa Women's University, Kodaikanal and currently working as Assistant Professor in the Department of Computer Sciences, Dhanraj Baid Jain College, Chennai since 2011. She has published more than 5 research papers in reputed journals. Her main research work focuses on

Cloud Computing.



**Ms. G. Linda Rose MCA, MPhil** is currently pursuing Ph.D in Bharathiyar University, Coimbatore and currently working as Assistant Professor in the Department of Computer Sciences, Dhanraj Baid Jain College, Chennai since 2011. She has published more than 5 research papers in reputed journals. Her main research work focuses on

Data Mining.



**Mrs. S. Jaya prasanna MCA M. Phil** currently doing PhD in university of Madras In Adult education and computer science Passed both PG degree with

distinction. Got proficiency prize in software engineering in MCA. Gold medalist in B.Sc physics. Life time member in Indian science congress. Has attended numerous conferences seminars and workshops and presented papers .