GROUPS

- *DEFINITION*

  - A group means any number of people with similar norms, values and expectations who regularly and consciously interact toward achieving common goals.

  - A group is a number of people with similar values, expectations, goals or characteristics. They may or may not interact with each other. They may even be distant from each other sometimes.

TYPES OF GROUPS

- PRIMARY AND SECONDARY GROUPS

- IN-GROUPS AND OUT-GROUPS

- FORMAL AND INFORMAL GROUPS

- OTHER CLASIFICATIONS (REFERANCE GROUPS, STATISTICAL GROUPS, VOLUNTEER GROUPS)

COMPARISON OF PRIMARY AND SECONDARY GROUPS

- *Primary Groups*
  - Generally small

  - Relatively long period of interaction

  - Intimate, face-to-face association

  - Some emotional depth in relationships

  - Cooperative, friendly

- *Secondary Groups*
  - Usually large

  - Short duration, temporary

  - Little social intimacy or mutual understanding

  - Relationship generally superficial

  - More formal and impersonal

COMPARISON OF FORMAL AND INFORMAL GROUPS

- Are formed in organizations

- Formal leaders (assigned)

- Formal norms

- Distant relations

- Obligation

- Organizational structure is not necessary

- Informal leaders (chosen)

- Informal norms

- Intimate relations

- Voluntary

CHARACTERISTICS OF GROUPS

- Structure

- Role

- Principles and Norms

- Leadership

- Goals and values

ADVANTAGES OF GROUPS

- Groups are good for people

- Groups can help foster innovation and creativity

- Groups sometimes make better decisions than individuals do

- Groups can help gain commitments needed to implement decisions

- Groups can exert control over their members

Definition of Synergy

✓ It is the creation of a whole that is greater than the sum of its parts.

✓ 1+1 = ?

SYNERGY

- 1+1 › 2

EFFECTIVE GROUPS

✓ Groups that achieve high levels of both *task performance* and *human resource maintenance*.

başarılı bi şekilde görevi yerine getirirler ayrıca görev haricinde birbirleriyle iyi iletişimler kurmayı hedeflerler. (grup maintanenece)

EFFECTIVE GROUPS

- *Task performance*: Things members do that directly contribute to the performance of important group tasks.

- *Group maintenance*: Activities that support the social and interpersonal relationships and emotional life among its members.

STAGES OF GROUP DEVELOPMENT

- FORMING STAGE → *özelliklerde farklı gruplarla olur. insanlar grup olması ve iş yapması için davet edilirler*

- STORMING STAGE
  bireyler bir araya gelir tanışıyorlardır henüz çok bu tanışmanoda ktan isteri conflictly olabilir.

- INITIAL INTEGRATION
  → görevle değil. insanlar kendilerinde ne beklendiğini bilir. lider ortaya çıkar

  forming (1) statede değil

  ↑ *Performing stage*

- TOTAL INTEGRATION STAGE

- ADJOURNING STAGE
  görev tamam gruba gerek kalmamıştır grup ayrılır.

IRRELEVANT (DISRUPTIVE) GROUP BEHAVIOR

- Aggressive behavior

- Withdrawal

- Talking too much

- Competition

- Laziness

- Attention seeking

- Group Cohesiveness and Groupthink

- Social loafing

GROUP COHESIVENESS

Cohesiveness: The degree to which members are attracted to and motivated to remain a part of a group.

NEGATIVE CONSEQUENCES OF GROUP BEHAVIOR

→ sürü psikolojisi

- Groupthink

  ↳ insanlar işe fikirleri olsa bile söyleyebilir

- Social loafing → avoid responsibility

  ↳ collectivist societylerde daha yaygın olur.

  ben yapmışsım bırakası yapsın diye iş postalama

- Risky group decisions

  ↳ kendi başımıza yapamadığımız şeyleri grupla yapmaya ikna edebiliriz. beraber satabiliriz yani.

  kendi başıma yapamam ama grupla olunca cesaretimiz artıyor.

GROUPTHINK

- The tendency of members in highly cohesive groups to lose their critical evaluative capabilities.

- Not to conflict with the group, some members remain silent although they have different opinions. They follow the majority of the group members.

- The majority of the group may not sense a threat that is quite close while perhaps only a few members sense but remain silent.

- «Devil's advocate» role.

SOCIAL LOAFING

- Social loafing refers to the concept that people are prone to exert less effort when working collectively as part of a group compared to performing a task alone. Social loafing is more evident in tasks where the contribution of each group member is combined into a group outcome, making it difficult to identify the contribution of a single person.

- Social loafing can be detrimental in workplaces. When everyone does not put in their full amount of effort because they are part of a group, this can lead to reduced productivity.

SOCIAL LOAFING

- Factors influencing social loafing include expectations of co-worker performance, task meaningfulness and culture.

- The Collective Effort Model (CEM) of social loafing holds that whether or not social loafing occurs depends on members' expectations for, and value of, the group's goal.

RESEARCH ABOUT GROUP BEHAVIOR AND GROUP EFFECT

- HAWTHORNE STUDIES

- SHERIF'S STUDIES ABOUT GROUP NORMS

- ASCH AND CRUTCHFIELD'S STUDIES ABOUT GROUP PRESSURE

STATUS AND ROLE

- *STATUS*

    – It is a social conception that is assigned by the position in a *society*, in an *organization* or in a *group* to regulate interpersonal relationships aswell as behavior patterns.

TYPES OF STATUS

- *1.* BASED ON POSITION IN A SOCIETY
- 2. ...POSITION IN AN ORGANIZATION
- 3. ...POSITION IN A GROUP
- 4. ACQUIRED OR IN BORN STATUS

DETERMINANTS of STATUS

- LIFE STANDARDS

- EDUCATION PROCESS AND STAGES

- BIRTH

- OCCUPATION THAT PROVIDES STATUS

ROLE AND TYPES OF ROLES

- *ROLE*

  - Standards of behavior that are determined as a consequence of positions and responsibilities attributed to individuals.

  status determines the role. role senin statüsüne göre belirlenir. ne yapman bekleniyor sorumlulukların neler? bunlar roldür ve statsüne göre belirlenir.

TYPES OF ROLES

- - ACTUAL AND IMPORTANT ROLES

  - SECONDARY ROLES

- - EXPECTED ROLE

  - PERCEIVED ROLE

  - ACTUAL ROLE

bunlar asıl veya yardımcı np. ama farklıysa sıkıntı.