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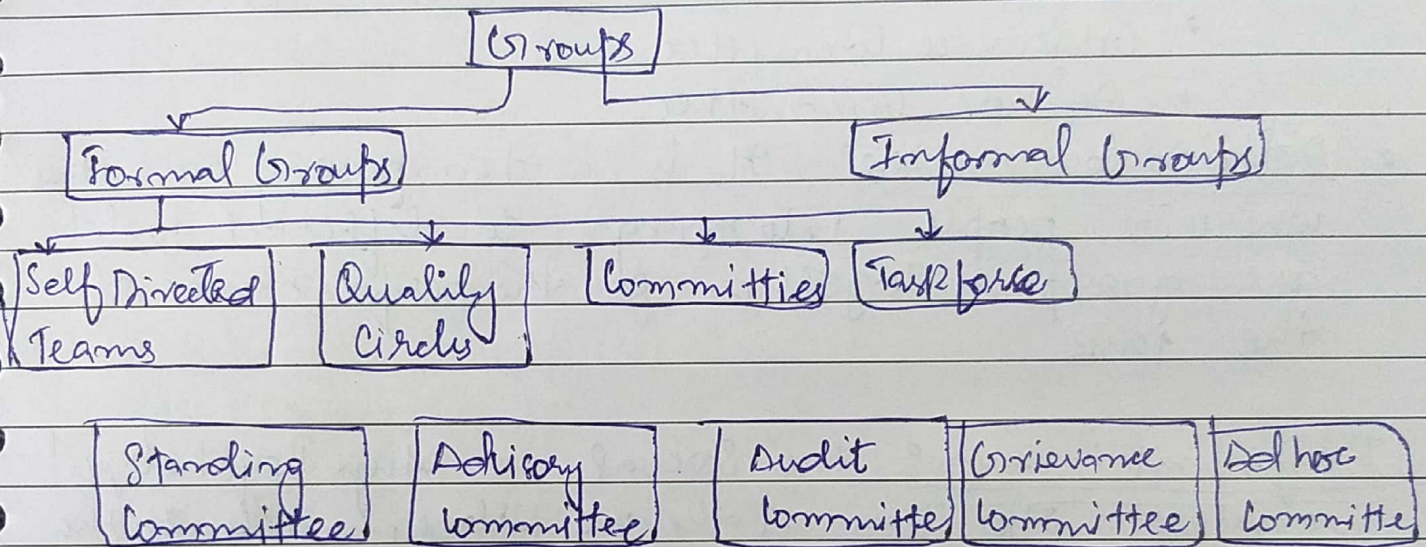
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Submitted to: Dr Shamsul Haq Ansari

Q1 Define the term "Group". Explain the types of Group.

Sol A group is basically an assembly of people. It can be understood as a collection of individuals (two or more) who come together & interact with each other so as to achieve the objective of the organisation.



Formal Groups: Groups that are formed consciously by the management, with an aim of serving an organisation objectives. These are further classified as

- Self Directed Teams: the group of employees which are so authorised to make decision on their own as it is independent as self-governing in nature.
- Quality Circles: A number of employees classed together belonging to the same field who meet every week for an hour to talk their problems, identify the causes and find out solution to take necessary steps in this regard.

• Committee: An association of people created by the management for different matters to identify & discuss the issue of the company & arrive at a conclusion if can be:

- Standing Committee
- Advisory Committee
- Audit Committee
- Grievance Committee
- Ad hoc Committee

• Task Force: It is a temporary committee wherein people belonging to different fields are grouped together for the performance of the task

Informal Groups: The social & phys Psychological variables operating at the workplace, results in the formation of informal groups. The creation of these groups is spontaneous due to the common interest, social needs, physical proximity & mutual attraction.

Q2 Differentiate Between the Terms "Group" & "TEAM".

	Group	TEAM
• Meaning	A collection of individual who work together in completing a task	A group of persons having collective identity joined together, to accomplish a goal.
• Leadership	Only one leader	More than one
• Members	Independent	Interdependent

• Process	Discuss, Decide & Delegate	Discuss, Decide & Do
• Work Products	Individual	Collective
• Focus on	Accomplishing Individual goals	Accomplishing Team goals
• Accountability	Individually	Either individually or mutually

Q3 Discuss the different reasons to form groups or teams.

Personal Characteristic: Individuals with similar beliefs, attitude & values are more likely to form groups.

Opportunity for Interaction: If the employees of an organisation are given an opportunity to interact with one another, they have many things similar, which also create a group.

Interest & goals: When individuals share common interest & goals, it requires cooperation & coordination for its achievement, which also results in the formation of groups.

Influence & Power: Last but not the least, a group has more influence and power, as compared to an individual, which also promotes its formation.

Q4 Explain 'group cohesiveness'

Sol Group cohesiveness (also called group cohesiveness & social cohesion) arises when bonds link members of group to one another and to the group as a whole. Although cohesion is a multi-faceted process, it can be broken down into four main components: Social interaction, task relations, perceived unity & emotions. Members of strongly cohesive groups are more inclined to participate readily & to stay with the group.

Cohesion can be more specifically defined as the tendency for a group to be in unity while working towards a goal or to satisfy the emotional needs of its members. This definition includes important aspects of cohesiveness, including its multidimensionality, dynamic nature, instrumental basis, & emotional dimension. Its multidimensionality refers to how cohesion is based on many factors. Its dynamic nature refers to how it gradually changes over time in its strength & form from the time a group is formed to when a group is disbanded.

Q5 Discuss main successive Stages of group development given by Tuckman.

Sol Bruce Tuckman Presented a model of five Stages

- Orientation (Forming Stage)
- Power Struggle (Storming Stage)
- Cooperation & Integration (Norming Stage)
- Synergy (Performing Stage)
- Closure (Adjourning Stage)

1) Orientation (Forming Stage)

The first stage of group development is the forming stage. This stage presents a time where the group is just starting to come together & is described with anxiety & uncertainty.

Members are discreet with their behaviour which is their desire to be accepted by all the members of the group. Conflict, controversy, misunderstanding & personal opinions are avoided even though members are starting to form impression of each other and gain an understanding of what the group will do together.

2) Power Struggle (Storming stage)

The second stage of group development is the stage of Storming stage. The storming is where dispute & competition are at its greatest because now group members have an understanding of the work & a general feel of belongingness towards the group.

Spiral

as well as the group members.

This is the stage where the dominating group members emerge, while the less confrontational members stay in their comfort zone.

3) Cooperation & Integration (Norming Stage)

In this stage, the group becomes fun & enjoyable. Group interactions are lot more easier, more cooperative, & productive, with weighted give & take, open communication, bonding & mutual respect.

If there is a dispute or disruption it's comparatively easy to be resolved & the group gets back on track.

Group leadership is very important, but the facilitator can step back a little & let group members take the initiative & move forward together.

4) Synergy (Performing Stage)

Once a group is clear about its needs it can move forward to the third stage of group development, the norming stage. This is the time where the group becomes really united.

At this stage, the morale is high as group members actively acknowledge the talents, skills & experience that each member brings to the group. A sense of belongingness is established & the group remains focused on the group's purpose & goal.

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3. Closure (Adjourning Stage):

This stage of group can be confusing & is usually reached when the task is successfully completed. At this stage, the project is coming to an end & the team members are moving off in different directions.

This stage looks at the team from the perspective of the well-being of the team instead of the perspective of handling a team through the original four stages of team growth.