**UNIT-IV**

**GROUP DYNAMICS**

Group Discussion is a modern method of assessing the students’ personality. It is both a technique and an art and a comprehensive tool to judge the worthiness of the student and his appropriateness for the job. The term suggests a discussion among a group of 8 & 12 members who will express their views freely, frankly in a friendly manner, on a topic of current issue. The abilities of the members of the group are measured within a time limit of 20 to 30 minutes.

Group Discussion is a very important round in any selection process, be it for an MBA course, campus recruitment or for any graduate/post graduate degree. The selection committee conducts GD to gauge whether the candidate has certain personality traits and/or skills that it desires in its members, say for example: ability to work in a team, communication skills, leadership skills, reasoning ability, imitativeness, assertiveness, creative, flexibility, ability to think and act independently.

Normally groups of 8-10 candidates are formed into a leaderless group, and are given a specific situation to analyze and discuss within a given time limit. The group may be given a Case Study and asked to come out with a solution for a problem. The group may be given a topic and asked to discuss on the same. A panel will observe the proceedings and evaluate the members of the group.

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**Prerequisites of a Group Discussion**

* Topics given by panelists
* Planning and preparation
* Knowledge with self-confidence
* Communication skills/ power of speech
* Presentation
* Body Language and personal appearance
* Being calm and cool
* Extensive knowledge base related to state, country and globe
* Areas are politics, sports, science &trade commerce, Industry and Technology, MNC, etc
* Analyze the social, economical issues logistically
* Listening skills
* Co-operation

**Salient features of Group Discussion**

* Topic may be given to judge your public speaking talent.
* Discussion revolves around a specific subject.
* The examiner does not interfere once he announced the topic.
* Maintain cordiality and free expression of thought and opinion.

**Main objectives of the participants in a Group Discussion**

1) The first thing is that the panel should notice you. You need to be assertive. It depends on you how you steer the group in the right direction, once it gets stuck to something. This gives you the chance to showcase your leadership skills. Most importantly, you have to make your chances..

2) The second most essential thing is that your contribution to the group should be meaningful. For that you need to have a good knowledge base. You should be able to think logically and hence put forth your ideas cohesively. The quality of what you said is more valuable than the quantity.

3) The most important thing is that you must be clearly seen to be attempting to build a consensus. This shows your ability to work in a team, your ability to adjust yourself in new surroundings and help others in your team to reach a definite conclusion amidst difference of opinions. After all this is what all Group Discussions aim at: To be able to discuss and arrive at a consensus.

**Dos in group discussion**

* Make original points & support them by substantial reasoning.
* Listen to the other participants actively &carefully.
* Whatever you say must be with a logical flow, and validate it with an example as far as possible.
* Make only accurate statements.
* Modulate the volume, pitch and tone.
* Be considerate to the feelings of the others.
* Try to get your turn.
* Be an active and dynamic participant by listening.
* Talk with confidence and self-assurance.

**Don’ts during group discussion**

* Being shy/nervous/keeping isolated from Group Discussion
* Interrupting another participant before his arguments are over
* Speak in favor; e.g., establish your position and stand by it stubbornly
* Changed opinions
* Do not make fun of any participant even if his/her arguments are funny.
* Do not engage yourself in sub-group conversation.
* Do not repeat and use irrelevant materials.
* Addressing you to the examiner.
* Worrying about making some grammatical mistakes, for your interest the matter you put across are important.

**Important points in group discussion**

* Be Yourself. Be as natural as possible and do not try to be someone you are not.
* Take time to organize your thoughts. Do not suddenly jump to any conclusion. Think before you speak so that you donot speak anything irrelevant to the topic being discussed.
* Do not make the mistake of looking at the panel while you are speaking. You are in a Group Discussion and you are expected to discuss among group members, so always look at your group members while you are speaking.
* Seek clarifications if you have any doubts regarding the subject, before the discussion commences.
* Your body language says a lot about you - your gestures and mannerisms are more likely to reflect your attitude than what you say.
* Never try to show your dominance. Be assertive, speak yourself and let others speak as well.
* Do not lose your cool if anyone says anything you object to. The key is to stay objective: Don't take the discussion personally.
* Show your leadership skills. Motivate the other members of the team to speak. Be receptive to others' opinions and do not be abrasive or aggressive.
* Remember, opening the discussion is not the only way of gaining attention and recognition. If you do not give valuable insights during the discussion, all your efforts of initiating the discussion will be in vain.
* Be assertive: An assertive person is directing, honest careful about not hurting others self-respect.
* A patient listener: listening to another person is one way of showing appreciation.
* Right language: Words can make friends & right words at the right time make the best results.
* Be analytical and fact-oriented: It is necessary to make relevant points which can be supported with facts and analyzed logically.
* Accept criticism: If any member of the group criticizes or disapproves a point, it is unwise to get upset or react sharply. In case the criticism is flimsy, the same can be pointed out politely.
* Maximize participation; one must try to contribute fully, vigorously & steadily throughout the discussion.
* Show leadership ability: A group discussion also evaluates your leadership qualities.
* Accept someone's point of view
* Praise the argument
* Accept the contradictory view
* Express your argument with few facts, cases, data, newspapers, publications etc.
* Express without hurting others feelings.
* Never try to bluff.
* Practice group discussion with friends on different subjects.
* Do not be disheartened if you did not do well in your First Group Discussion.

**Exercise:** Participate in the group discussion on the following topics and report the discussion:

* Plastic Ban: Economy Vs Environment.
* Women Empowerment & Gender Justice.
* Swachh Bharat Mission: Success is still at Large
* Women empowerment & Gender Justice