

Programme Name: **BCS**

Course Code: **MPU 3283**

Course Name: **Small Group Communication**

Assignment: **Fourth**

Date of Submission: **7/3/2020**

**Submitted By: Submitted To:**

Student Name: **Dipesh Tha Shrestha** Name: **Gaurav Ojha**

Semester: **Second**

Section: **A**

Intake**: 2019 September**

1. **Compare and contrast between primary and secondary groups?**

***Answer***

A primary group is characteristically small with members who share tight-knit and lasting relationships such those experienced in marriage, close friendships, and families.  Cooley viewed primary groups as vital in shaping an individual’s identity as they are sources of various enduring support. Those who belong to this principal group often express concern for each other, have regular activities together, and other similar interactions which contribute to the members’ individuality and psychological wellbeing. The goal of this small collective relationship is the connection itself; hence, the motivation is quite intrinsic. Since principal groups are essential in people’s development, such bonds are created within larger secondary groups.

A secondary group is characteristically larger with impersonal and objective-driven relationships.  The interactions are often short-term as they are less personal and eventually drift away after the goals have been met. Thus, the motivation to join these groups are often extrinsic such as those manifested between clients and agents, among classmates, and among colleagues. The impact to the members is less significant due to the superfluous connections. The members do not share a lot of personal information, and do not have regular activities which promote emotional bonds.

**Compare and contrast between primary and secondary groups is given**

* Size

Primary groups are often smaller as these connections necessitate the sharing of personal information. For instance, the people whom we consider as best-friends and family are fewer than those in our secondary groups such as coworkers and schoolmates. There are more people in our “acquaintances category”, those individuals whom we do not share our private thoughts and feelings with.

* Duration of Relationships

Primary groups usually last longer than secondary groups since the bond is strengthened by emotional interactions. The relationships in secondary groups are often ended after the objectives have been met or when the prescribed time frame is over. For example, the commitment in marriages and friendships are indeed more enduring than the relationships between student and teacher, and employer and employee.

* Depth of Relationships

The relationships in primary groups are deep as more personal information are shared, emotional connections are strengthened, and the bonds are more enduring. On the other hand, the interaction in secondary groups are generally superficial as it is only created to achieve a certain goal such as the completion of an academic requirement, realization of a career goal, and the accomplishment of a service.

* Motivation

The motivation in primary groups is usually intrinsic since these are maintained by the connections themselves. People want to commit to such connections because of attraction, camaraderie, love, altruism, and other intangible factors. On the contrary, the motivation in secondary groups is largely extrinsic as they are created to obtain economic goals, educational objectives, political ambitions, and other tangible ends.

* Impact to Identity

Primary groups are highly influential to an individual’s identity due to the intimacy and duration of these relationships. For instance, our identities are linked with our families and friendships. As for secondary groups, their influence is most often weak since the relationships are largely impersonal and temporary. For example, the relationship between a client and a customer is only limited to the specific job order and their individualities are not significantly altered by the business transaction.

* Stability of Roles

In primary groups, the roles are more [stable](http://www.differencebetween.net/science/health/difference-between-stable-and-unstable-angina/) as the relationships are equally more enduring. For example, a true best friend is a best friend for a lifetime. On the other hand, the roles in secondary groups are more interchangeable and less stable due to the similarly temporary and impersonal relationships. For instance, the roles among coworkers may change due to promotions or resignations.

* Time of Development

Relationships in primary groups are often introduced from earlier stages of development. For instance, families are developed even before birth, childhood friends become best friends, and people become churchmates since their first church attendance. In contrast, the relationships in secondary groups are often initiated in the later stages of development such as those among colleagues and university classmates.

1. **Mention essential qualities of competent group members?**  
   ***Answer***

**Some of the essential qualities of competent group member are:**

1**. Competence**

The first key is simple. The team member must have the competence, or the ability, to do their job and contribute to the team. It’s not to say that this competence cannot be learned over time. There are many examples of great team members that were trained to become competent, but your team members must have at least a baseline knowledge to get the job done, ask the right questions to learn, be able to learn from their successes and mistakes, and have the will to continue learning. The last – the will to continue learning – is key to the competence of any team member, no matter how experienced or competent they are in their particular field.

2. **Commitment**

A successful team member will be committed to what needs to be done to live up to expectations, achieve goals, and produce results. The successful team member is not only committed to the vision and mission of the organization and/or initiative they are working on, but they are also committed to the team they are working with. They take their team commitments seriously, and they are sensitive to the fact that not living up to their commitments has a negative effect on the whole team – not just the team member as an individual.

3. **Collaborative**

In order to truly be successful, each of your team members must have the ability and willingness to work together to produce a better outcome than what each of them individually could have accomplished alone. This includes the ability to provide and receive feedback, share opportunities, and to learn from the successes and mistakes of the group.

4. **Contributor**

Each team member must be consistently turning in individual and team results. It’s not enough to “keep busy” with small tasks and meetings. Each successful team member must be able to hit deadlines and benchmark goals, both as an individual and as a team, to contribute to the organization moving toward achieving the vision.

Some other qualities are:

**1. Honest and Straightforward.** A good team member is up front. He/she doesn’t play games, or lead others on. You can count on a good team member to tell you what’s what, whether it is good news or bad news.

**2. Shares the Load**. A good team member does his or her fair share of the work. There is a sense of equity and fairness, which is critically important for team members’ collective motivation.

**3. Reliable**. The good team member can be counted on. She or he meets deadlines and is on time.

**4. Fair.** A good team member takes appropriate credit, but would never think of taking credit for someone else’s work.

**5. Complements Others’ Skills.** An important characteristic of effective work teams is the shared capacity: Every member has areas of strength and some weak spots. A good team member provides some unique skills and/or knowledge that moves the team forward.

**6. Good Communication Skills.** Teamwork is social, so good team members need to be skilled, and tactful, communicators.

**7. Positive Attitude.** No one would follow a pessimistic leader, and the same goes for team members. A positive, can-do attitude is critical for the good team member.