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## Evaluate small group communication from functional perspective.

= The practical points of view are ordinary and basic ways to deal with depicting bunch execution that centers around the elements of correspondence and data sources. The point of hypothesis this viewpoint is to comprehend why a few gatherings are effective and others are most certainly not.

Little gatherings are aggregates, and incorporate components of associations, for example, various standards, atmospheres, standards, pioneers, and examples. Since bunches curve little assemblages, relational correspondence considers additionally come play. Components, for example, relational clash, gathering of two correspondence, singular contrasts, and influence can likewise be incorporated as a component of the riddle. Settling on choices is a focal action for little gatherings paying little heed to their particular purposes. The useful methodology 10 little gathering communi­cation is essentially worried about dynamic. Its center is limited, on practical requirements for viable cooperative choices. Truth be told, the thinness of its center can be contrasted with looking at just piece of an image, or analyzing something through a magnifying lens or telescope. There are fundamentally takes note of that emphasis on two advances of the useful methodology. First is it in-corporate the components of individual cognizance and exhibits how they impact communication, prompting an upgrade of the idea of "social informa­tion preparing." Second, and maybe generally significant, this methodology has a down to earth and important accentuation on results. Binds correspondence to adequacy and choice quality issues makes this an important methodology for the specialist. In any case, the qualities of this methodology can likewise be comprehended as shortcomings. To begin with, the useful way to deal with little gathering correspondence lays on the reason of levelheadedness. It contends straightforwardly that a normal way to deal with dynamic encourages the revelation of successful answers for issues and prompts quality choices. Second, correspondence is significant in this point of view..

## Define groupthink and discuss six (6) symptoms of groupthink.

=Groupthink is a term developed by social psychologistIrving Janis in 1972 to describe suboptimal decisions made by a group due to group social pressures. It is a phenomenon in which the ways of approaching problems or matters are dealt by the consensus of a group rather than by individuals acting independently. Essentially, groupthink occurs when a group makes faulty or ineffective decisions just for the sake of reaching an agreement.

The six symptoms of groupthink:

1. Invulnerability

Members of the group share an illusion of invulnerability that creates excessive optimism and encourages taking abnormal risks.

2. Rationale

Victims of this behavior ignore and discount warnings and negative feedback that may cause the group to reconsider their previous assumptions.

3. Morality

Victims ignore the ethical or moral consequences of their decisions and believe unquestionably in the morality of their in-group.

4. Stereotypes

Members of the group possess negative and/or stereotypical views of their “enemies”.

5. Pressure

Victims apply direct pressure to any individual who momentarily expresses concern or doubt about the group’s shared views. Members are not able to express their own individual arguments against the group.

6. Self-censorship

Victims avoid deviating from what the group consensus is and keep quiet. Doubts and concerns about the group are not expressed and victims of groupthink may undermine the importance or validity of their doubts.

1. **Describe five stages of group formation.**

= The five stage of group formation are:

### Forming

In this stage, most team members are positive and polite. Some are anxious, as they haven't fully understood what work the team will do. Others are simply excited about the task ahead.

As leader, you play a dominant role at this stage, because team members' roles and responsibilities aren't clear.

This stage can last for some time, as people start to work together, and as they make an effort to get to know their new colleagues.

### Storming

Next, the team moves into the storming phase, where people start to push against the boundaries established in the forming stage. This is the stage where many teams fail.

Storming often starts where there is a conflict between team members' natural working styles. People may work in different ways for all sorts of reasons but, if differing working styles cause unforeseen problems, they may become frustrated.

Storming can also happen in other situations. For example, team members may challenge your authority, or jockey for position as their roles are clarified. Or, if you haven't defined clearly how the team will work, people may feel overwhelmed by their workload, or they could be uncomfortable with the approach you're using.

Some may question the worth of the team's goal, and they may resist taking on tasks.

Team members who stick with the task at hand may experience stress, particularly as they don't have the support of established processes or strong relationships with their colleagues.

### Norming

Gradually, the team moves into the norming stage. This is when people start to resolve their differences, appreciate colleagues' strengths, and respect your authority as a leader.

Now that your team members know one another better, they may socialize together, and they are able to ask one another for help and provide constructive feedback. People develop a stronger commitment to the team goal, and you start to see good progress towards it.

There is often a prolonged overlap between storming and norming, because, as new tasks come up, the team may lapse back into behavior from the storming stage.

### Performing

The team reaches the performing stage, when hard work leads, without friction, to the achievement of the team's goal. The structures and processes that you have set up support this well.

As leader, you can delegate much of your work, and you can concentrate on developing team members.

It feels easy to be part of the team at this stage, and people who join or leave won't disrupt performance.

### Adjourning

Many teams will reach this stage eventually. For example, project teams exist for only a fixed period, and even permanent teams may be disbanded through organizational restructuring.

Team members who like routine, or who have developed close working relationships with colleagues, may find this stage difficult, particularly if their future now looks uncertain.