

GROUP DISCUSSION



- **"Group Discussion"**, popularly labelled as GD, is a methodology used by an organization (company, institute, business school, etc.) to gauge whether the candidate has certain personality traits.
- GDs form an important part of the short-listing process for recruitment or admission in a company or institution.
- It is the exchange of ideas, thoughts, opinions, beliefs and objectives by a group regarding a common topic.
- Basically, it is an informal discussion in which candidates with similar academic qualifications or related educational backgrounds, discuss a topic.

What happens in a GD round?

- The topic of discussion is generally provided by a panellists or a group of panellists. An ideal GD process has been described below:
- You will sit in a room with 6-12 participants
- You will be judged by a moderator/panelist
- You will be given a topic by the panelist
- You will be given a time slot (5 to 10 minutes) to think and frame your points
- You will be given a time slot (15 to 30 minutes) to discuss the topic with your group
- To stop you from speaking beyond your individual time limit, your GD panelist might intervene.
- Your panelist might signal the group (by ringing a bell) to end the GD round.

Purpose of GD

Honestly, a group discussion saves the employer's time! Besides, it's a great way to test your knowledge, nerves and communication skills, at once. Some core objectives of a group discussion includes-

- To judge whether you are a good fit for a company
- To test whether you are a team player
- To assess your business communication skills
- To evaluate your subject knowledge
- To check if you are comfortable to speak on a particular topic or subject
- To assess the spontaneity of your thoughts
- To gauge your diction and facial expressions

Why is it so important?

- In every company, employees communicate with number of people from various walks of life (such as colleagues, customers, managers, clients, resources etc.).
- This calls for an effective expression of ideas through words and also the power to use one's knowledge in a systematic manner.
- So the heart of the matter is to find out – who can make a mark in a group with his/her ability to communicate.
- If you fail to present your point of view in a logical manner or you do not portray good listening and communication skills within a group, you might not be able to impress the GD panelists.

Types of Groups

- 1. Formal & Informal-
 - Formal**- Members of an institution, organization etc.
 - Informal**-Spontaneous group formed because of common interest and belongingness

- **Primary & Secondary-**

- Primary Groups**-Members having very close & intimate relation and where face to face contact is frequent- Personal attachment seen.

- Exmp- Family members, Sports team, close friends etc.

- ***Secondary Groups**- Large group of members work as associations-

- members are more impersonal

- Exmp-Religious group, Community, alumni body etc.

Purpose & Objective of GD

- **Solving Problem-** It is organized to address different management related issues and problems faced by the organization.
- **Building Consensus-** It can help the organization in drawing a conclusion or decision to build consensus regarding a common issue of the members.
- **Assessment of Candidates Leadership Qualities & Communication Skill-** It is helpful in the assessment of leadership qualities, communication skill & listening habit of the candidates.

Personality Traits Assessed in GD

- **Knowledge base of Candidates-**
 - to assess the analytical & organizational abilities
 - To know whether the member is substantially contributing to the topic
- **Communication Skill-**
 - Clarity of thought & expression
 - Appropriate use of body language
 - Use of simple, unambiguous words avoiding technical jargons & high sounding words & sentences.

- **Team spirit-**

- the ability to work as a team member and promote team spirit

- **Leadership-**

- the ability to influence others through speech & action

- steer the discussion in a positive direction

- contribute to the GD with new ideas & opinions

- **Reasoning Ability-**

- ability to present solid & sound argument based on facts

- **Flexibility-**

- the ability to accept views & opinions of fellow participants in a very objective and impartial manner.

- open to other ideas and evaluation of his/her ideas if necessary

- **Assertiveness-**

- present ideas in a very emphatic, positive & confident manner without being aggressive with negative body language.

- **Initiative-**

- initiate the discussion as a leader with sufficient argument and intend to create a positive & friendly environment

- **Creativity-**

- be creative and demonstrate the ability to think with new ideas and perspectives

- **Empathic Listening-**

- giving proper attention to other's deliberation and contribute to imbibe ideas

- **Awareness-**

- Aware about the current issues of the topic being discussed.

- comprehend the situation and environment