

Structure Written Summary : Chapter 09

Team Lead's Name
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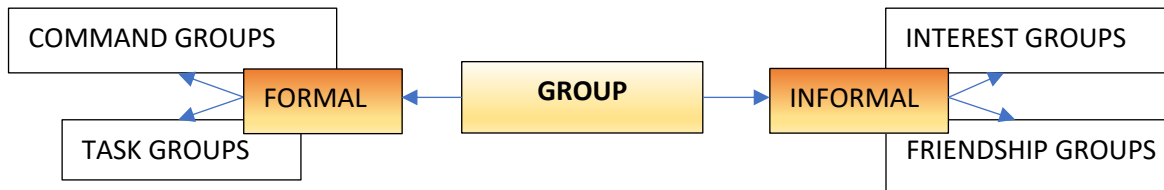
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GROUP as to social scientists, is made up of two or more active people who have a steady pattern of interactions with one another, have similar objectives, and believe they are a group. Key elements *social interaction* , *stability* , *common interests* , or *goals & recognition as being a group*.



BASIC BUILDING BLOCKS OF GROUP DYNAMICS :

ROLES : The actions that identify an individual in a social setting are known as their roles. Three roles commonly occur in groups : *task-oriented role* , *socioemotional role* , *self-oriented role*.

NORMS : Norms are widely accepted informal rules that direct the conduct of group members. Several types of norms : *injunctive norms* , *prescriptive norms* , *proscriptive norms* .

STATUS : The ranking or place in society assigned to an organization or its members by others. Status can be formal or informal depending on the situation.

COHESIVENESS : The determination with which members of an organization want to continue being a part of it. Determinants : *severity of initiation* , *External threat* , *Group size* , *History of success*.

Social Facilitation : Social facilitation refers to the propensity for other people's existence to sometimes improve and other times degrade an individual's performance.

Social Loafing : A condition where each person's input tends to be less as more people participate in an additive job for collective output.

TEAM is a collection of individuals who possess a minimum level of competence and who are dedicated to achieving a shared objective or set of performance objectives.

TYPES OF TEAMS: Work Teams and Improvement Teams , Temporary and Permanent Teams , Work Groups and Self-Managed Work Teams , Intact and Cross-Functional Teams , Physical and Virtual Teams

WHY TEAMS FAIL: Unwillingness to Cooperate , Lack of Management Support , Managers' Reluctance to Relinquish Control , Failure to Cooperate Between Teams .

HOW CAN TEAMS SUCCEED : Provide Training in Team Skills , Compensate Team Performance , Promote Cooperation Within and Between Teams , Select Team Members Based on Their Skills, or Potential Skills.