



Government Engineering College, Thrissur

HS210 – LIFE SKILLS

Assignment -

Module 3 – Group Dynamics

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# Group Dynamics

## Introduction

Let us now understand what is a group. It is a collection of people connected in a social relationship. The group must find their goals and bond together to achieve that. There must be a set of formal and informal rules in the group. Most important factor that makes a group a group is communication. The group discussion, group communication is foundation for making a healthy group. In addition to that there must be cohesiveness and unity among the team members.

## Types of Groups

There are different types to groups they are formal and informal.

- **Formal Group:**

This is a group that is created by an organization. The relationship among the people is personal and the importance is given to position rather than the person.

- **Informal Group:**

This is a group that is formed by unofficially based on personal relationships that can be friends or family. There is no structure for this group and hence the importance is given to the person.

We need both type of groups in the society for better improvements in the society. To innovate and achieve more complex tasks we need to have formal groups. For better relationships and social bonds and solving various other problems we need to have the informal groups.

## What is actually Group Dynamics

Group dynamics deals with the behavioural change that occurs in a group when the people from different perspectives try to form a group. They may be having group goals as well as individual goals. The goals can be must be achieved in such a way that all the moral values are retained. That is the group must have an ethics in achieving goals. Honesty, self-belief, team spirit, trust etc...

## Stages in Group Formation

According to the Tuckman and Jenson there are different stages in formation of a group.

- **Forming:** The members get to know each other.
- **Storming:** This is a communication happens, the members seek out for like minds and try to form a group there may be conflicts in group.

- **Norming:** At this stage the groups starts to function as a whole team and starts to concentrate on a single goals.
- **Performing:** At this stage the team will be formed will be pretty well functional to produce something effective. We will call this the group came mature.
- **Adjourning:** This happens when the task or motive is completed and necessary evaluations have been done to the group effort.

## Team Performance

Managing team performance is important factor in the group. For better performance of the group we first need to do a planning, then try to do what we have planned. Then fine tune the defects so that we can decrease the problems that arise in the group while executing the task. The groups performance will definitely affected by the individual performance. Based on this there are roles defined. Potential members those who are interested in doing tasks, they are very curious about the task they do. Newly added members aren't good at the rules so will take time. Sometimes it will increase the time consumed by the group in completing the tasks they are assigned for. Some members are marginal members those are who not interested in the group, no longer involved in the group. Similarly there will be ex-members who are not at all members of the group. The leaders of the group must be so good at the rules and must be able to motivate the members of the group.

## Healthy Group

For a healthy group the members must obey the formal norms and rules, in addition to that it better to have strong bond based on trust, the members must be honest. If the members are only motivated by the individual goals then the group is not good for the effective work and the tasks/goals of the group may get forgotten. If there is a healthy competition in the group then the group is likely to achieve the goals faster. The members must be able to motivate other members in achieving the goals. They could encourage them by doing the job in a creative way that no one have ever seen. The competition must not lead to selfishness that affects the group negatively.

## Reference

- Lecture talks about Group Dynamics by Dr Praveen Sharma  
[https://www.youtube.com/watch?v=\\_pbdPBGomvg&feature=emb\\_logo](https://www.youtube.com/watch?v=_pbdPBGomvg&feature=emb_logo)
- Group Dynamics Article
- <https://www.yourarticlelibrary.com/management/group-dynamics-its-characteristics-stages-types-and-other-details-management/5363>