

13/08/24
UNIT - 2

Group Dynamics

① what is a group? Discuss various types of groups?

A) Meaning:-

A group can be defined as two or more interacting and interdependent individuals who come together to achieve particular objectives. A group behaviour can be stated as a course of action, a group takes as a family. For example -

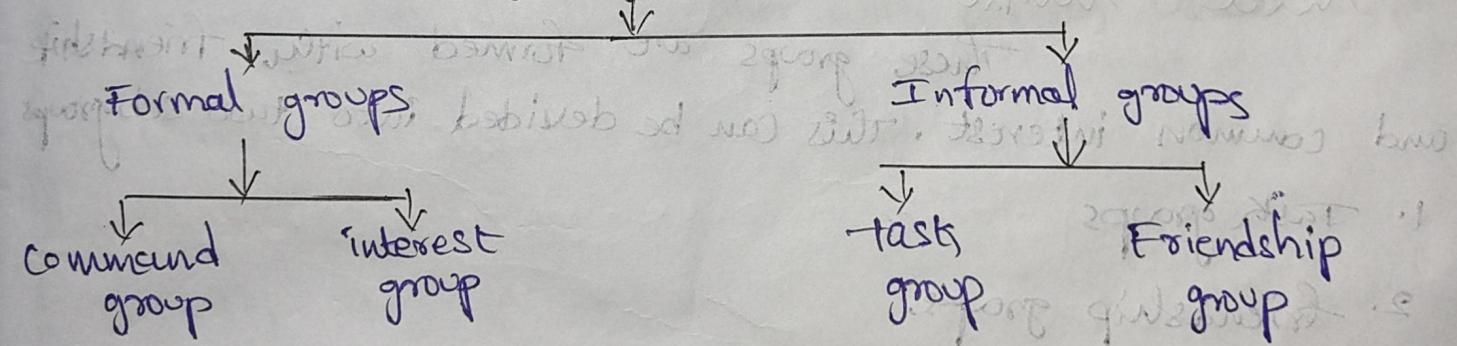
Strikes etc...

Definition :-

According to layman's "A no. of people together at a given place at given time can be considered as a group".

Types of Groups :-

Types of Groups



There are 2 types of groups in individual forms.

They are

1. Formal groups

2. Informal groups

1. Formal groups :-

This is the type of works groups created by the organisation. It has designated work assignments.

and tasks. The behaviour of such groups is directed towards achieving organisational goals.

It can be classified into 2 sub groups

1. Command groups:-

It is a group consisting of individuals who reports directly to the managers.

2. Interest groups:-

It is a group formed by individuals working together to achieve a specific objectives.

Ex:-

A group of workers working on a project and reporting to the same manager is considered as a command group. A group of friends chilling out together is considered as interest groups.

2. Informal Groups:-

These groups are formed with friendship and common interest. This can be divided into two sub groups

1. Task groups

2. Friendship groups

Employee working together to finish a job or task is known as task group.

Friendship Group:-

Two brought together because of their shared interest or common characteristics, is known as

friendship group, group discussion is an action group with the objective of individual group members. All other non-governmental organizations have what is group dynamics? Discuss various stages of group dynamics.

A) meaning:-

The term "group dynamics" means the study of forces within a group since human beings have an inner desire for belonging to a group, Group dynamism is bound to occur. In an organization in a society we can see groups, small or large working for the well being.

Definition:-

The social process by which people interact with one another in small groups is called group dynamism. A group has certain common objectives and goals because of the members are bound together with certain values and culture.

Importants:-

1. Firstly a group can influence the way to members think.
2. The group can give the effect of Synergy, that is the group consists of positive thinkers than its output is more than double every time.
3. Group dynamism can further more give job satisfaction to the members.
4. The group can also influence the team spirit among the members.

5. If the group works as a cohesive group, the co-operation and convergence can results in maximization of productivity.
6. Even the attitude, insights and ideas of members depends on group dynamism.

For Example negative thinkers convert to positive thinkers with the help of facilitators.

7. Group dynamism can reduce labour unrest. It reduces labour turn over due to emotional attachment among the group members.

Stages :-

The following are the main five stages of group dynamics

1. Forming :-

This is the first stage of development, members are pre-occupied with familiarising themselves with the task and to other members of the group. This is sometimes referred to as the dependent stage, in this members tend to depend on outside experts for guidance, job definition and task analysis.

2. Storming :-

At this stage the group encounters conflict as members confront and criticize each other, in this approach the group is taking to their task. Issues arises, includes identification of roles and responsibilities, operational roles and procedures, individuals need for recognition of his or her skills and abilities.

3. Norming:-

At this point, members can start to solve the issues that are creating conflicts and begin to develop their social agreements. Members begin to recognise their interdependence, develop cohesion and agree on the group norms that will help them function effectively in the future.

4. Performing:-

When the group has sorted out its social structure and understand its goals and individual roles, it will move towards the task. Mutual assistance & creativity becomes prominent at this stage. The group is sensing its growth and maturity it becomes independent on its own resources.

5. Adjourning:-

During this stage the group will resort to some form of closure that includes rituals suitable to the event this includes social parties, ceremonies that exhibit emotional support of their success.

3. Explain the factors influencing group effectiveness?

A) The group effectiveness is determined by different factors influence the group functions, how it achieves their goals and its satisfaction etc....

1. Goals & Objectives:-

Effective groups have well defined goals and objectives, every one knows what the group is working towards, it helps to alive efforts and measure progress.

2. Group Cohesion:-

The sense of unity and connection among

group members can enhance collaboration & motivation. Higher cohesion often leads to better communication & mutual support.

3. Leadership:-

Effective leadership is crucial for guiding the group, making decisions and resolving conflicts. Good leaders provide direction, motivate members and help to maintain focus on goals.

4. Communication:-

Open, honest & effective communication is essential for sharing information, co-ordinating tasks and addressing issues. Poor communication can lead to misunderstandings and conflict.

5. Roles & Responsibilities:-

It has clearly defined roles & responsibilities to help ensure that tasks are completed efficiently. Each other, each member knows their contributions to the group's success.

6. Trust & Respect:-

Trust & respect among group members create a positive work environment. When members trust each other, they are more likely to share ideas & collaborate effectively.

7. Conflict resolution:-

The ability to manage and resolve conflicts constructively, it is important for maintaining group harmony and ensuring that issues don't hinder progress.

8. Motivation & Commitment:-
members motivation & commitment to the group goals influence the level of effort and engagement. High motivation can drive productivity and enthusiasm.

9. Decision Making Process:-
Effective decision making process helps the groups make timely and informed choices. Inclusive and fair decision making can enhance buy-in and accountability.

10. Diverse Skills & Perspective:-
Groups that leverage diverse skills & perspectives are often more innovative and better at problem solving. Diversity can enhance creativity and provide a broader range of solutions.

4. What is group decision making? Explain the factors influence the group decision making?

A) Meaning:-
Group decision making involves a structured process to ensure the decisions are made collectively, drawing on the knowledge and insights of multiple individuals. In other words, a group decision making is a participatory process, multiple individuals work together to analyse the problem and find out the solution out of the available set of alternatives.

Factors influencing Group Decision Making:-

i. Group Size:-
Large group have more diverse perspectives, it can

harder to manage more prone to conflict. Smaller groups are easy to co-ordinate but lack of diversity.

2. Group Norms :-

It has established norms around participation, communication and decision making influence how effectively the group functions.

3. Communication :-

open and effective communication channels are essential for sharing information and building co-ordination

4. Decision making process :-

structured process (Example: Brain Storming, Nominal group technique etc.) can facilitate more effective decision making

5. External Environment :-

Factors such as time pressure, organisational culture, and external threats can influence the decision making process.

5. What is meant by conflicts in group? What are its types.

A) Meaning -

conflict occurs when individual or groups are not obtaining what they need or want seeking their own interest.

There are 4 kinds of conflicts.

- 1. Interpersonal conflicts (Between two)
- 2. Intrapersonal Conflict (Person)
- 3. Intragroup conflicts.
- 4. Inter group conflicts.

1. Interpersonal conflict :-

It refers to a conflict between two individuals, this happens generally due to how people are different from

one another which results in different choices and opinions. This type of conflict helps in personal growth or developing your relationship with others. Adjustments is necessary for managing this type of conflict.

2. Intrapersonal Conflict :-