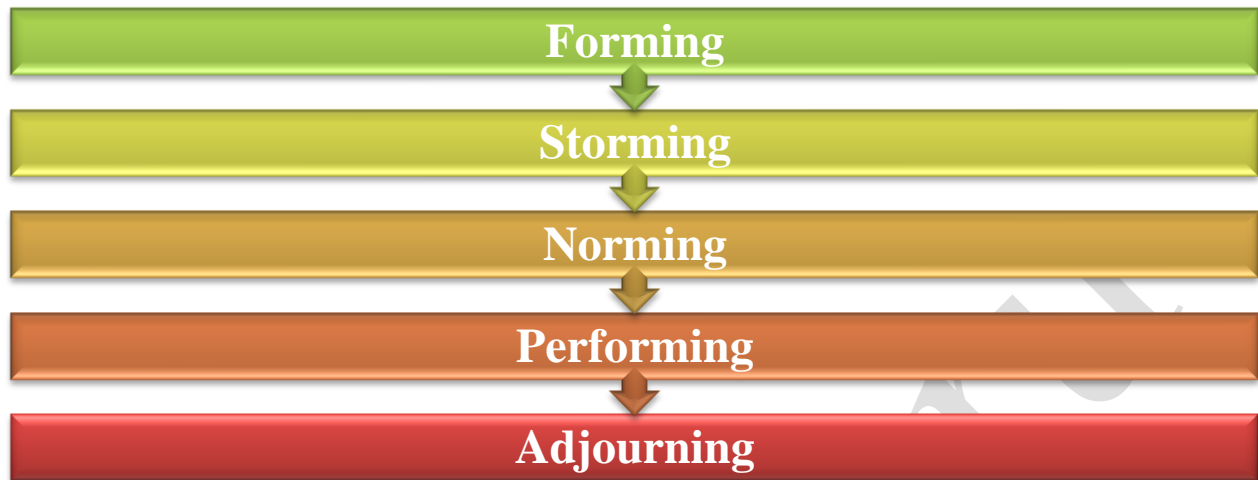


Group Development



1. Forming

First stage of group development is forming. At this stage, members try to know each other and establish a common understanding among them. They struggle to clarify group goals and determine appropriate behavior within the group. The forming stage is completed once individuals within the group feel that they are truly the members of the group.

2. Storming

At this stage, group members try to resist for being controlled by the group very often, the members disagree about who should lead the group. They also have difference of opinion over how much power should the leader of their group have, etc. Normally this stage is completed when group members consider that it is better to work together for the achievement of the group goals.

3. Norming

This is the third stage in the group development. At this stage, group members really start feeling that they belong to the group. They develop a very close intimacy and relationship with one another. A feeling of friendship develops among them. A well-developed sense of common purpose of the group emerges among the members. In this stage, group members agree on standards to guide the behavior in the group.

4. Performing

When this stage reaches, the group is ready to tackle all types of group tasks. The members of the group work towards achievement of the group goals. The real work of the group gets accomplished at this stage. To arrive at this stage, groups should not take very long time.

5. Adjourning

This is the last stage of the group development. At this stage, a group disbands after having accomplished its goals. However, ongoing work groups in organizations do not go through this stage rather they remain at the performing stage.

Group Dynamics

Group dynamics deals with the attitudes and behavioral patterns of a group. Group dynamics concern how groups are formed, what is their structure and which processes are followed in their functioning. Thus, it is concerned with the interactions and forces operating between groups.

Group dynamics is relevant to groups of all kinds – both formal and informal. If the UPA government has set up Group of Ministers for every governance issue, the Supreme Court of India has 27 Group of Judges committees overseeing all manner of non-judicial work in the apex court. In an organizational setting, the term groups are a very common and the study of groups and group dynamics is an important area of study.

According to **Keith Davis**, "The social process by which people interact face-to-face in small groups is called group dynamics." At the workplace people develop small groups based on common interest, language, race, religion, background, etc. Each group has its goals and lays down the modes of achieving these goals. The group develops certain norms of behavior to regulate the conduct of its members. Every group selects its leader who may effectively coordinate the group efforts towards the achievement of its goals. Such a leader is known as informal leader as he is not recognised by the formal organization. The behavior of the group is quite complex as it does not follow a rigid pattern of communication based on authority-responsibility relationships.

Group dynamics are concerned with the formation of groups, their structure and processes and the way they affect individual members, other groups and the organization. The groups are formed for a variety of reasons such as need for socialization, goal achievement, security, etc. Their structure is defined in terms of leader-follower relations. Group processes relate to pattern of communication and use of power by the group. Every group evolves a norm of conduct to regulate the behavior of its members and evolves its strategies to deal with other groups in the organization. The study of dynamics of group behavior is an integral part of human behavior in modern organizations as it provides insights into the working of groups and suggests ways of making better use of groups for the accomplishment of organizational objectives.

The basic assumptions underlying the study of group dynamics are as follows:

- i. Groups are inevitable and everywhere.

- ii. Groups exercise considerable influence on the behavior and performance of individuals.
- iii. Groups may produce both good and bad consequences for the organization.
- iv. Managers must understand group dynamics in order to obtain desirable results from the groups.

NotesGuru