
UNIT 1 INTRODUCTION TO GROUP, FORMATION AND TYPES OF GROUP

Structure

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1.0 INTRODUCTION

This unit deals with groups, their definition and description. Also the unit describes how groups are formed, types of groups and their structure and theories of group formation. The unit provides information on basic aspects concerning groups and their formation.

1.1 OBJECTIVES

After reading this unit, you will be able to:

- 1 define the meaning of group;
- 1 explain the characteristics of group;
- 1 describe the formation and theories of group;
- 1 analyse the types of groups; and
- 1 explain the importance and functions of the structure of group.

1.2 DEFINITION AND MEANING OF GROUP

Everyone knows what a group is in general. When two persons or more come together and interact at one place it may be called a group. The group may be defined in various ways. Given below are a few important definitions of group and each of these definitions emphasises one or the other important features of the group.

- 1) R.M. Williams (1951) “A social group is a given aggregate of people playing inter-related roles and recognised by themselves or other as a unit of interaction.” Here it can be said group is an aggregate of some people. The roles of the group members are inter-related. The group is considered as unit.
- 2) R.M. MacIver (1953) “By group we mean any collection of social beings who enter into distinctive social relationships with one another.” It is clear that there must be social relationships between the individual members of a group.
- 3) David (1968) “A social psychological group is an organised system of two or more individuals who are interrelated so that the system performs some functions, has a standard set of the role relationship among its members and has a set of norms that regulate the function of the group and each of its members.”
- 4) Kretch, Crutchfield and Ballachy (1962) defined psychological group “as two or more persons who meet the following conditions : (i) the relations among the members are independent, each member’s behaviour influences the behaviour of each of the others, (ii) the members ‘share on ideology’ – a set of beliefs, values and norms which regulate their mutual conduct.”
- 5) Paulus (1989) “A group consists of two or more interacting persons who share common goals, have a stable relationship, are somehow interdependent and perceive that they are in fact part of a group.” Here we can say that individuals interact with each other, either directly or indirectly. Besides this, the group members are interdependent in some manner, i.e., what happens to one must affect what happens to the others. Not only this, their relationship must be relatively stable. The members of the group involve to attain the goals and their interaction will be in a structured form so that, each group member performs the same or more or less similar functions each time they meet. Finally, it can be said that the individuals involved in a group must recognise that they are part of a group.

The word “group” has many meanings. Generally we use the term ‘group’ keeping in mind three main points:

- i) where a number of persons are sitting or working together. The essential thing is the physical proximity of a number of people being together at a given time with or without any common purpose;
- ii) where persons are classified as belonging to an association. Sometimes it is seen that people may have no relationship with each other but they have some common characteristics and we classify them as a group;
- iii) where persons belong to an organisation. This group has definite structure, and people in this group have a sense of belongingness to the given organisation

A child's social development takes place gradually as the child advances in age. To fulfill physical needs, children perform many functions. They exhibit signs of reacting to individuals who they identify as fulfilling their needs. Then they start understanding objects and individuals in their environment. As children grow older their patterns of play and other activities also change considerably. The feelings of "I" and "MINE" and then "YOU" and "YOURS" develop. Sharing things, asserting one's rights, co-operation, etc. are learnt by children in the first stage of their socialisation.

Initially they belong to a small world of children, all nearly their own age, although differences may vary with the arrangement in different groups. They are constantly assimilating many things by direct coaching, training, imitation, spontaneous reaction, repeated experience and so on. Living in a group they gradually develop the sentiments, opinion, interests, habits, desires etc. Interaction and communication plays a vital role in this regard.

To know the meaning of the group more clearly you think about all the groups to which you belong, viz., local friends, college friends, music/ dance group and so many. Generally people join in groups due to various needs and these include

- i) Satisfaction of important psychological and social needs, viz., receiving affection and attention, for attaining belongingness.
- ii) Achievement of goal in a smooth and easy way. By working with others, the person performs the task well than doing it alone.
- iii) Getting knowledge and information on various issues which are not available at one place .
- iv) Getting safety and security.

In psychology we define Group as the study of organisations and their behaviour. Psychology studies groups and explores the control of the individual within the group setting. Social, organisational and group psychology are all powerful areas of study that look at many factors that drive group behaviour and the decisions that a group makes. Depending on the group's influence, the group member's individuality is often relinquished for the greater good of the group. It is the role of social psychology to uncover why this release occurs in groups and what effects it has on society.

1.3 IMPORTANT FEATURES OF GROUP

The important features of group are:

- i) One or more individuals come together and influence each other.
- ii) There are social interactions and relationships amongst the individual members of a group.
- iii) There exists some common motives, drives, interests, emotions etc. amongst group members.

- iv) There is communication among group members, both verbal and or non-verbal.
- v) The group members have some common object of attention and group members stimulate each other.
- vi) They have common loyalty and participate in similar activities.
- vii) There exists feeling of unity in the group. Group members treat each other with respect and regard and has a sense of comradeship that develops among them.
- viii) The action of the members is controlled by the group.
- ix) There are some customs, norms and procedures which are acceptable to everyone but if exception happens, then the particular member will be ostracised from the group.

Self Assessment Questions

1) Define group.

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2) How do children develop and become part of a group?

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3) What are the three main points to define the group?

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4) Write the important features of a group.

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1.4 CHARACTERISTICS OF A GROUP

Suppose you belong to a group where you may observe some special features which you can accept or not. It may be good or bad, healthy or unhealthy,

favourable or unfavourable, but there are certain significant features say the characteristics of the group.

- i) *A sense of we-feeling:* There is a feeling of belongingness among the members of the group. The members of the group help each other in performing their duties. They work collectively against the harmful powers. They treat people who do not belong to the group as outsiders. They always try to make the group self-sufficient.
- ii) *Common interest:* Each and every member of the group has a common interest. There is similarity among the members in regard to their interest which promotes unity. The group includes those persons who are related to each other in such a way that they should be treated as one.
- iii) *A feeling of unity:* Unity is essential for every group. Each and every member of the group treats each other as their own and there develops a sense of camaraderie amongst the members of group.
- iv) *Related to each other:* It is true that members of the group are inter-related. There is a reciprocal communication among the group members. Social relations are the fundamentals of group life.
- v) *Affected by group characteristics:* Every group has some social characteristics which separate it from similar and dissimilar groups. These characteristics affect the members of the group. The nature may be different for different persons, but still all the members are affected by the group
- vi) *Common values:* There are certain values which are common among members and are traditionally respected and communicated to the succeeding generation. They are manifested in the mutual behaviours of the members. Members of the social group are bound together in terms of these common values.
- vii) *Control of group:* In each group there are some customs, norms and procedures which are acceptable to everyone. In fact, without some norms, the existence of group life is impossible. It may be stated that the reasons behind the similarity of behaviours in a group life is that the actions of the members are controlled by the group.
- viii) *Obligation:* In a group situation, all members have complementary obligations to each other. Also the relationships between the members of a group get strengthened through their mutual obligation and common social values.
- ix) *Expectations:* Not only mutual obligation, the members of the group also expects love, compassion, empathy, co-operation etc., from all other members of the group. If mutual expectation is fulfilled, the group members are maintained in tact. A group can maintain its existence only if the constituent members fulfill their responsibility by satisfying the desires among themselves.

Groups are the units of social organisation. Therefore, the integration and disintegration of social organisation are dependent upon the integration or disintegration of the groups. In group, social relationship is a very important factor. The first and foremost social relationship indicates the relationship among the family members. Thus, it can further be said that family is an important social group.

You are one of the members in your family. You interact with other family members and there is a reciprocal relationship between you and others. Certainly you have 'we feeling' where you belong. Among the family members there are relationships such as husband-wife, father-son, and brother-sister etc. and they all work together for the interests of the family in a mood of mutual co-operation. Each and every member of the family treats the other members as his own and in spite of differences of opinion they have some common ideals and values. It is mainly due to common interest of the members that the group works as a well-knit unit.

As for example we can say that "*school is a social group*". The significant characteristics of the school as a group are:

- 1 All children have a common goal.
- 1 The students and the teacher are motivated for the achievement of a common goal.
- 1 School has an organised structure.
- 1 School offers excellent opportunities for group to realise its needs.

1.5 GROUP FORMATION AND RELATED THEORIES

Group formation is concerned with the following:

- i) The manner in which the groups form
- ii) The structures and processes of the group
- iii) The functions of the group in different situations .

There are mainly five stages of group development, viz., forming, storming, norming, performing and adjourning.

- i) **Forming** is a stage which is characterised by some confusion and uncertainty. Forming is actually an orientation period when members get to know one another and share expectations about the group. This is the initial stage when the group comes together and members begin to develop their relationship with one another and learn what is expected of them.
- ii) **Storming** is the stage where one can see the highest level of disagreement and conflict. Members mainly voice their concern, and criticism occurs at this stage. Actually in this stage interpersonal conflicts arise and differences of opinion about the group goals also emerge. It is important to work through the conflicts at this time and to establish clear goals.
- iii) **Norming** is characterised by the recognition of individual differences and shared expectations. Responsibilities are divided among members and the group decides how it will evaluate the progress. If the group resolves its conflicts, it can establish patterns of how to get its work done. Expectations of one another are clearly articulated and accepted by members of the group.

- iv) **Performing** occurs when the group has matured and attains a feeling of cohesiveness. In this stage, members of the group make decision through a rational process that is focused on relevant goals rather than emotional issues. Issues related to roles, expectations and norms are no longer of major importance. The group is focused on its tasks, working effectively to accomplish its goals.
- v) **Adjourning** indicates that members of the group often experience feelings of closure and sadness as they prepare to leave. It is the final stage when the group, after achieving the objectives for which it was created, starts to gradually dissolve itself.

Thus, group is a collection of individuals. Group refers to two or more persons who interact with one another, share common goals and recognise that they belong to a group. Groups help us to satisfy important psychological needs and social needs. Different persons perform different types of tasks. Group may choose a person to serve as a leader and other persons as followers. There is a link among the members. Not only this, interaction among the group members is very important for smooth running of the activities of the group.

Self Assessment Questions

- 1) Define common interest and common values as characteristics of a group.

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- 2) What are the five stages of group development?

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1.5.1 Theories of Group Formation

Theories are establishing hypothesis which explain a particular phenomenon. Many theories may explain one phenomenon, as for instances “delinquency”. There are psychological, biological and sociological themes which explain delinquency.

On the same lines as above there are many theories which explain how groups are formed and how they develop and progress. There are several theories regarding group formation and development. The theories put forward here include classic theory, social exchange and social identity theory.

- i) *Classic Theory*: A classic theory, developed by George Homans suggests that groups develop on the basis of activities, interactions and sentiments mainly. Basically, this theory indicates that when individuals share common activities they will have more interaction and will develop attitudes (either positive or

negative) toward each other. The main element is the interaction of the individuals involved.

- ii) *Social Exchange Theory*: Another important theory is the social exchange theory which offers an alternative explanation for group development. According to this theory individuals form the relationship on the basis of implicit expectation of mutually beneficial exchanges based on trust and felt obligation. It can further be said that a perception that exchange relationships will be positive if persons are to be attracted to and affiliate with a group.
- iii) *Social Identity Theory*: Besides this, another important theory is social identity theory which offers explanation for group formation. This theory suggests that individuals get a sense of identity and self-esteem based on their membership in salient groups. The group is demographically, culturally and organisationally based.

One of the most important activities that groups perform is decision-making. This is the process through which individuals or groups combine and integrate information from several possible actions. Most people believe that the group by utilising the expertise and knowledge of their members and also by avoiding extreme course of action usually reaches better decisions than what individuals can accomplish simply.

During the decision period, members convey a wide range of views. Generally, social decision take place in two phases as given below:

- i) The first phase is discussion, which mainly helps to confirm or strengthen the most popular view, which rarely gets reversed; and
- ii) The second phase is the correct situation or decision which ultimately emerges in the forefront.

Besides the above two, there are several aspects of the group's procedure, which includes: (i) following of procedures (ii) addressing its managing interactions among members and so on. Some persons, knowing about the opinions, especially the influential members, incline to join the majority and thereby tilt the decision in the required direction.

1.5.2 Ten (10) Rules that Govern Groups

Much of our lives are spent in groups with other people. We form groups to socialise, earn money, play sport, make music, even to change the world. But although groups are diverse, many of the psychological processes involved are remarkably similar.

Here are 10 insightful rules that give indication of what has been discovered about the dynamics of group psychology.

Rule1. Groups can arise from almost nothing

The desire to form and join social groups is extremely powerful and built into our nature. Amongst other things groups give us a very valuable gift that is our social identity, which contributes to our sense of who we are.

Just how readily people form and join groups is demonstrated by Tajfel et al. (1971) in the so-called '*minimal groups paradigm*'. In their study boys who were strangers to each other were given only the slightest hint that they were being split into two groups. Even without knowing or seeing who else was in their group they favoured members of their own group over the others. Group behaviour, then, can arise from almost nothing.

Rule 2. Initiation rites improve group evaluations

Existing groups do not let others join for free: the cost is sometimes monetary, sometimes intellectual, and sometimes physical—but usually there is an initiation rite, even if it's well disguised.

Aronson and Mills (1959) tested the effect of initiation rites by making one group of women read passages from sexually explicit novels. Afterwards they rated the group they had joined much more positively than those who had not had to undergo the humiliating initiation. So, not only do groups want to test you, but they want you to value your membership.

Rule 3. Groups breed conformity

After joining a group and being initiated, we have to get a feel for the group norms, the rules of behaviour in that group. Group norms can be extremely powerful, bending our behaviours in ways we would never expect.

One of the most famous experiments showing how easily we conform to unwritten group rules was conducted by Asch (1951). He had participants sit amongst a group of other people, who were judging the length of a line. The trick was that all the other members of the group were confederates of the experimenter who had been told to lie about which line was longer. Incredibly 76% of participants denied the evidence from their own senses at least once, just to conform with the group. Afterwards people made up all kinds of excuses for their behaviour. Most popular was a variation on: "that many people can not be wrong".

Rule 4. Learn the ropes or be ostracised

Group norms are extremely pervasive. This becomes all the more obvious when we start breaking them. Garfinkel (1967) had adolescents return to their families and behave totally out of character, that is, speaking only when spoken to, being polite, acting formally, etc. But all this was to be only for 15 minutes at a time. Rather than being delighted their parents were shocked and angry, accusing their children of being selfish and rude. Break the group's rules and you'll know about it soon enough.

Rule 5. You become your job

Although groups have norms and it is known that rules apply to everyone in the group. People have roles within groups and corresponding rules that apply to justify their position. The most well known demonstrations of the power of roles is the *Stanford Prison Experiment*. Let us see what this experiment was .

Psychologists put young men into a simulated prison environment, making some of them as prisoners and some others as guards (Zimbardo, 1972). After only 6 of its planned 14 days, the experiment had to be stopped because participants conformed all too well to their roles as submissive prisoners or domineering

guards. Some were emotionally disturbed by the experience. Even the experimenters were succumbing to their 'roles' as prison superintendents before the whole experiment was suspended.

Rule 6. Leaders gain trust by conforming

A high-profile, high-status role in any group is that of its leader, but where do leaders come from? In some groups, they are appointed or imposed from outside, but in many groups leaders emerge slowly and subtly from the ranks.

A study that has much to teach was carried out by Merei (1949) who observed children at a Hungarian nursery school. He noticed that successful leaders were those who initially fitted in with the group then slowly began to suggest new activities adapted from the old. Children did not follow potential leaders who jumped straight in with new ideas. Leaders first conform, then only later, when trust has been gained, can they be confident that others will follow. This has been confirmed in later studies (with grown-ups!).

Rule 7. Groups can improve performance

The mere presence of others can make us perform better. Norman Triplett, the pioneer of Social psychology noticed that racing cyclists with a pacemaker covered each mile about 5 seconds quicker than those without (Triplett, 1898). Later research found this was not *all* about the effects of competition. The presence of other people seems to facilitate our own performance, but more so when the task is relatively separate from that of others and can be judged on its own merits.

Rule 8. People will loaf

In other circumstances, though, people in groups demonstrate a tremendous capacity for loafing, it was found in the 1890s by a researcher that participants in a tug of war only put in half as much effort when they were in a team of 8 than when they were on their own. It seems that hiding in the group is easy, for example when tasks are additive and each person's contribution is difficult to judge, people will slack off to a considerable extent.

Rule 9. The grapevine is 80% accurate

Intelligence, rumour, gossip and tittle-tattle is the lifeblood of many groups. It travels at a tremendous pace in big organisations because people love a good bit of gossip, but what are 'they' talking about and can you believe what 'they' say? Simmons (1985) analysed workplace communication and found that about 80% of the time people are talking about work and a surprising 80% of the information was accurate.

Rule 10. Groups breed competition

While co-operation *within* group members is generally not so much of a problem, co-operation *between* groups can be problematic. People may be individually cooperative, but once put in a 'them-and-us' situation, these rapidly become remarkably adversarial.

Self Assessment Questions

1) What are the basic characteristics of feeling of unity and control of group?

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2) What are the five stages of group development?

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3) Elucidate group formation theory.

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4) Elucidate the rules of the group.

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1.6 TYPES OF GROUP

We can classify groups in different ways. First, it can be divided into two main parts considering the degree of intimacy as the basis of classification.

- 1 **Primary group:** There is an intimate face-to-face relationship among the members and the members are having 'we feeling' to the maximum. Family, play groups and village community come under this category.
- 1 **Secondary group:** Here the relationships are more or less casual and marked by common interest. Clubs, trade unions etc. are under this category.
- 1 **In-group/ we group:** Here we identify ourselves with that group which has a common object and common interest. They have a sense of 'we' feeling. The members of the in groups treat others as outsiders. These groups can be formed on the basis of relationship, same country, similar political interests and economic interests etc.
- 1 **Out-group:** It is the group in which the members are considered as outsiders by us. Groups other than the in-group are generally called out-groups.

On the basis of norms and rules, groups can be categorised into the following types:

- 1 **Formal group:** It is generally formed on the basis of specific norms, rules and values. The group of students in a classroom comes under the category of formal group. So, school is one of the formal group settings.
- 1 **Informal group:** The nature of the group is not formed at all. The rules are usually flexible. Play groups, peer group and social clubs etc. are examples of informal groups.

Besides the above two, group can also classified into various categories as given below:

- 1 **Organised groups:** The groups which are formed for specific purpose and are carefully planned is called organised groups. The family, the school etc. are also called organised groups.
- 1 **Spontaneous groups:** The groups are formed without any careful planning. Audience may be considered as spontaneous group after listening to the speech by a renowned speaker.
- 1 **Command groups:** Command groups are specified by the organisational chart. It consists of a supervisor and the subordinates that report to the supervisor.
- 1 **Task groups:** A group of people work together to achieve a common task. In many situations there is a specified time period. This can be referred to as task forces.
- 1 **Functional groups:** Functional group is generally created by the organisation to accomplish specific goals within an unspecified time frame. Functional group generally exists after achievement of current goals and objects.
- 1 **Interest groups:** It usually continues over time and may last longer than general informal groups. It is seen that the interest of the member may not be part of the same organisational department but they are bound by some common interest.
- 1 **Friendship groups:** It may be of different types. These groups are formed by the members who enjoy similar social activities, political beliefs, religious values and other common bonds.
- 1 **Reference groups:** This is the group where the people evaluate themselves. Reference groups have a strong influence on members' behaviour.

Temporary Group: Studies indicate that temporary groups come together for a certain purpose and disburse after the task is over. These groups have their own unique sequencing of actions. *The salient features are:*

- i) Their first meeting sets the group's direction.
- ii) The first phase of group activity is one of inertia.
- iii) A transition takes place at the end of this first phase, which occurs exactly when the group has used up half its allotted time.
- iv) A transition initiates major changes.

- v) A second phase of inertia follows the transition.
- vi) The group's last meeting is characterised by markedly accelerated activity.

There are other types of groups, a few of which are listed below:

Clique: An informal, tight-knit group, usually in a High School/College setting, that shares common interests. There is an established yet shifty power structure in most *Cliques*. The effects of *Cliques* are varied.

Club: A club is a group, which usually requires one to apply to become a member. Such clubs may be dedicated to particular activities, such as sports clubs.

Community: A community is a group of people with a commonality or sometimes a complex net of overlapping commonalities, often, but not always, in proximity with one another with some degree of continuity over time. They often have some organisation and leaders.

Franchise: This is an organisation which runs several instances of a business in many locations.

Gang: A gang is usually an urban group that gathers in a particular area. It is a group of people that often hang around each other. They can be like some clubs, but much less formal.

Group: A group is a basic term for a number of people that associate themselves with each other. This is a basic term which has many uses.

Mob: A mob is usually a group of people that has taken the law into their own hands. Mobs are usually a group which gathers temporarily for a particular reason.

Posse: A posse was initially an American term for a group of citizens that had banded together to enforce the law. However, it can also refer to a street group.

Squad: This is usually a small group, of around 3-8 people, that would work as a team to accomplish a certain goal.

Team: This is similar to a squad, though a team may contain many more members. A team works in a similar way as a squad.

1.7 GROUP STRUCTURE

It refers to the pattern of interrelationship that exists among group members and makes the group's functioning orderly. The important aspects of group structure are:

- i) **Role**: Role or the typical part played by an individual group member in accordance with the expectations of other members from him.
- ii) **Norms**: Norms are the rules and mutual expectations that develop within the group. Norms have profound effect on members' behaviour as it ensures conformity among them.
- iii) **Status**: Status is the relative prestige or social position given to groups or individuals by others.

- iv) **Group cohesiveness:** It refers to the degree of attraction to the group members for each other and the “we feeling” among the members. Without proper group structure, group can not function properly in any situation.

Self Assessment Questions

- 1) What are the important aspects of group structure?

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- 2) Define norms and status as an aspect of group structure.

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- 3) What do we call the groups formed on the basis of norms and rules?

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- 4) Enumerate the different types of groups.

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1.8 GROUP CONFLICT

Group conflicts, also called group intrigues, is where social behaviour causes groups of individuals to conflict with each other. It can also refer to a conflict within these groups. This conflict is often caused by differences in social norms, values, and religion.

Both constructive and destructive conflict occurs in most small groups. It is very important to accentuate the constructive conflict and minimise the destructive conflict. Conflict is bound to happen, but if we use it constructively then it need not be a bad thing.

When destructive conflict is used in small groups, it is counterproductive to the long term goal. It is much like poisoning the goose that lays the golden eggs. In the case of small group communication, destructive conflict creates hostility between

the members. This poisons group synergy and the results, the golden eggs if you will, either cease being produced or are at least inferior in quality.

Using constructive conflict within small groups has the opposite effect. It is much like nourishing the goose so that it continues to produce the golden eggs, golden eggs which may be even better than what the unnourished goose could have produced. In this sense, bringing up problems and alternative solutions while still valuing others in small groups allows the group to work forward. (Engleberg & Wynn, 2007)

1.9 GROUP BEHAVIOUR AND GROUP ACTION

Group behaviour refers to the situations where people interact in large or small groups. The field of group dynamics deals with small groups that may reach consensus and act in a coordinated way.

Groups of a large number of people in a given area may act simultaneously (herd behaviour) to achieve a goal that differs from what individuals would do acting alone. A large group (a crowd or mob) is likely to show examples of group behaviour when people gathered in a given place and time act in a similar way—for example, joining a protest or march, participating in a fight or acting patriotically.

Special forms of large group behaviour are:

- 1) Crowd “hysteria”
- 2) Spectators: when a group of people gathered together on purpose to participate in an event like theatre, play, cinema, movie, football, match, a concert, etc.
- 3) Public: exception to the rule that the group must occupy the same physical place. People watching same channel on television may react in the same way, as they are occupying the same type of place in front of television although they may physically be doing this all over the world.

Group behaviour differs from mass actions which refers to people behaving similarly on a more global scale (for example, shoppers in different shops), while group behaviour refers usually to people in one place. If the group behaviour is coordinated, then it is called group action. Swarm intelligence is a special case of group behaviour, referring to the interaction between a group of agents in order to fulfil a given task. This type of group dynamics has received much attention by the soft computing community in the form of the particle swarm optimisation family of algorithms.

Group action is a situation in which a large number of agents take action simultaneously in order to achieve a common goal; their actions are usually coordinated. Group action will often take place when social agents realise they are more likely to achieve their goal when acting together rather than individually. Group action differs from group behaviours, which are uncoordinated, and also from mass actions, which are more limited in place.

1.10 LET US SUM UP

Group is a collection of individuals. Group refers to two or more persons who interact with one another, share common goals and they recognise themselves that they belong to a group. They interact with each other, either directly or indirectly and their relationship is relatively stable. Their interaction should be structured in some manner so that they perform the same and similar function when they meet.

Generally group members help to satisfy both psychological and social needs, such as towards giving attention and receiving attention. Groups help us to fulfill our need for security. In contrast, we can think about a mere collection of individuals, who are not part of a group, as for example, members of a crowd, as in the case of disorganised group. In a nutshell it can be said that the group has some kind of structure to hold it together and attain the goals effectively. The structure is hierarchical where the functions and powers are distributed. Group may be of different types, viz., primary and secondary group, formal and informal group, organised and spontaneous group, command group, task group, functional group, interest group, friendship group, reference group etc. Group structure is a pattern of relationships among members that hold the group together. It can be interpreted in various ways depending on group size, group roles, group norms and group cohesiveness.

1.11 UNIT END QUESTIONS

- 1) Define group and discuss the importance of the group.
- 2) Enumerate the characteristics of a group.
- 3) Elucidate the different types of groups, their roles and functions.
- 4) Differentiate between formal and informal group with examples.

1.12 GLOSSARY

Attitude	: An enduring system of evaluations or feelings in favour of or against a person or group.
Belief	: Acceptance of a statement about an object, event, person or group.
Cohesiveness	: The social force which keeps the group together.
Group	: A collection of individuals who are in interdependent relationship with one another sharing common norm of behaviour and attitude.
Informal group	: A group which is not organised.
Group structure	: The differences of roles and status relations within a group.
Group dynamics	: The way in which changes take place in the behaviour of other members of the group. Groups can mobilise powerful force which may be constructive or destructive.

- Peer group** : A primary group composed of persons who are closely alike in age and interests.
- Value** : Values are ideas about desirable states of affairs shared by the members of a group or culture.

1.13 SUGGESTED READINGS

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