



Government Polytechnic
Ahmedabad



Gujarat
Technological
University

CONCEPT OF GROUP DYNAMICS



Dynamic=Force

- *It refers to the forces operating in the group.*
- *Its concerned with dynamic interaction of individuals in face to face relationships.*
- *As a leader understanding the group dynamic is essential in order to both compose & guide the individuals within a group for the purpose of successfully & efficiently completing an assignment.*

INTRODUCTION



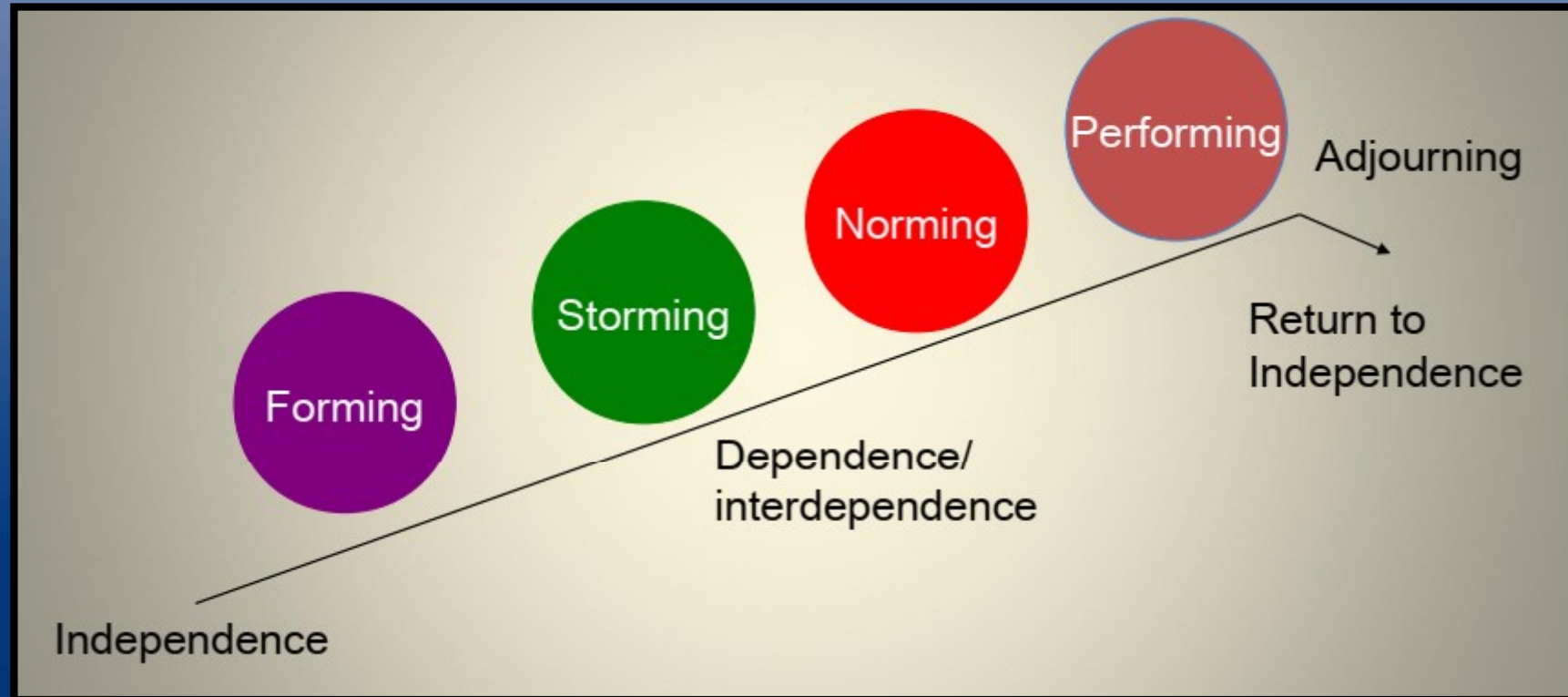
- *It is the social process by which people interact face to face in small groups.*
- *A branch of social psychology which studies problems involving the structure of a group.*
- *It's an interaction that influence the attitudes & behavior of people when they are grouped with others through either choice or accidental circumstances.*

DEFINITION

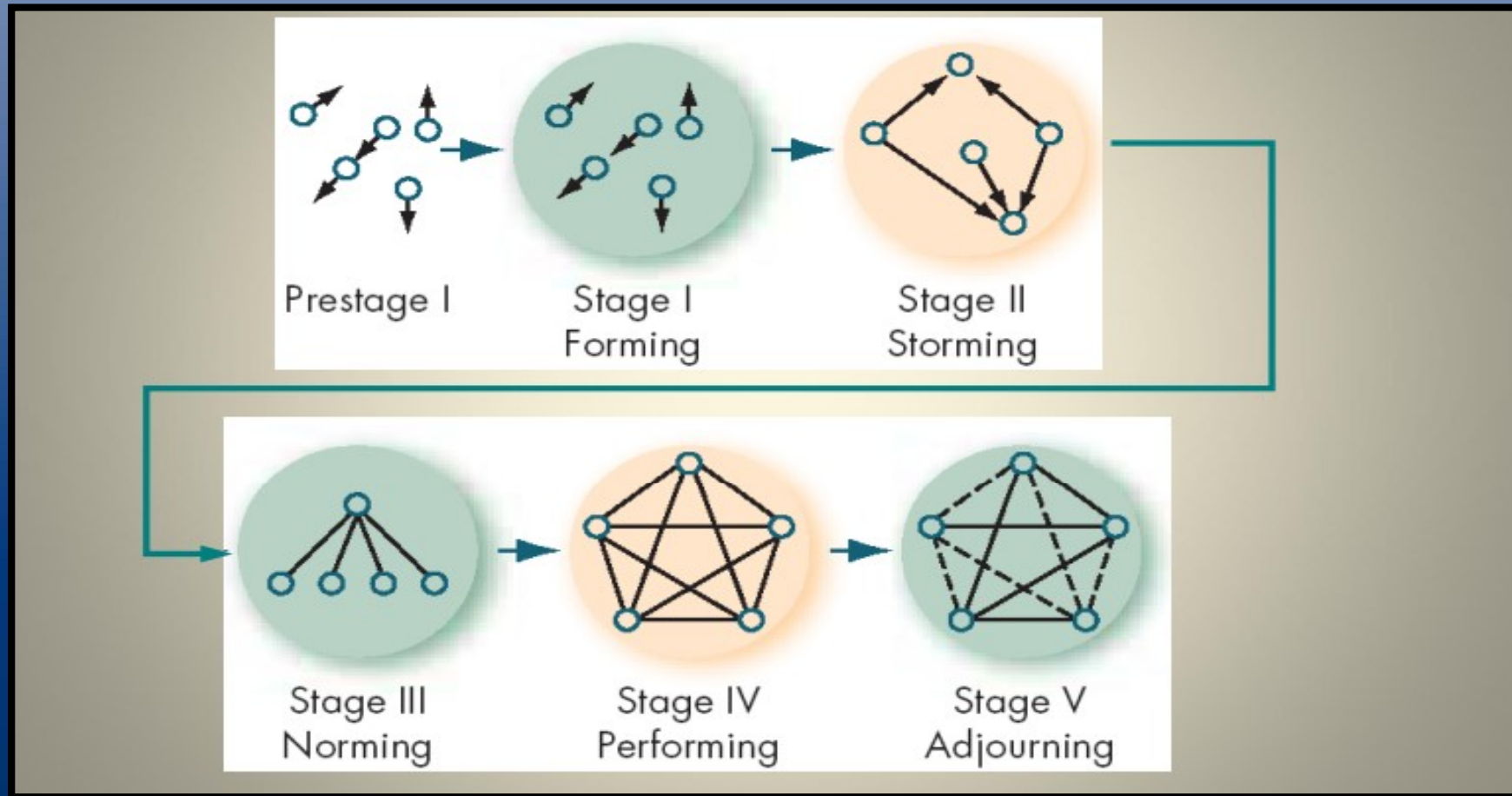


- *Identify & analyze the social processes that impact on group development & performance.*
- *Acquire the skills necessary to intervene & improve individual & group performance in an organizational context.*
- *Build more successful organization by applying techniques by that provides positive impact on goal achievement.*

OBJECTIVE



STAGES OF GROUP DYNAMICS



PROCESS OF GROUP DEVELOPMENT



Forming

- Groups members try to set rules for group behaviors
- Individuals start to find out about each other.
- Guidance is needed from the leader.

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Forming

Elements of the Forming Stage :

- Focus on similarities and differences.
- Confusion/anxiety.
- Issues of inclusion, leadership, developing trust.
- Open communication is a must.

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Forming

Storming

- A conflict stage where members bargain with each other.
- Individuals reveal their personal goals and may resist the control of others.

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Forming

Storming

- **Elements of the Storming Stage:**

- Strained relationships
- Tension and disunity.
- Issues of support vs. competition, influence, and decision-making.

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Forming

Storming

Norming

- Group members are developing ways of working together.
- They agree on the shared goals.

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Forming

Storming

Norming

- **Elements of the Norming Stage:**

- More collaboration.
- Emerging trust.
- Appreciation
- strengthening relationships
- open communication, positive/constructive feedback.

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Forming

Storming

Norming

Performing

- As leader, you can delegate much of your work, and you can concentrate on developing team members.
- It feels easy to be part of the team at this stage, and people who join or leave won't disrupt performance.

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Forming

Storming

Norming

Performing

- **Elements of the Performing Stage:**

- **Harmony.**
- **Problem-solving.**
- **Shared and participative leadership.**

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Forming

Storming

Norming

Performing

Adjourning

- The group ends. The group terminates because the task has been achieved

- Team members who have developed close working relationships with colleagues, may find this stage difficult, particularly if their future now looks uncertain.

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TYPES OF GROUP



A group can be defined as an association of persons who interact with each other and are interdependent on one another for the fulfillment of group objectives.

DEFINITION OF GROUP



- *Two or more people*
- *Who interact with one another, (The members of a group occasionally meet, talk, and do things together.)*
- *Share some common ideology, and (The member of a group have something in common like common goals, common threat, security concern, etc.)*
- *See themselves as a group. (People who interact with each other and who have a common ideology are attracted to one another.)*

CHARACTERISTICS OF GROUP



**BASED ON
FORMALITY**

**BASED ON
PERMANANCY OF
MEMBERSHIP**

**BASED ON
PERMANANCY OF
ACTIVITIES**

**OTHER
BASIS**

CLASSIFICATION OF GROUP



BASED ON FORMALITY

FORMAL GROUP

INFORMAL GROUP

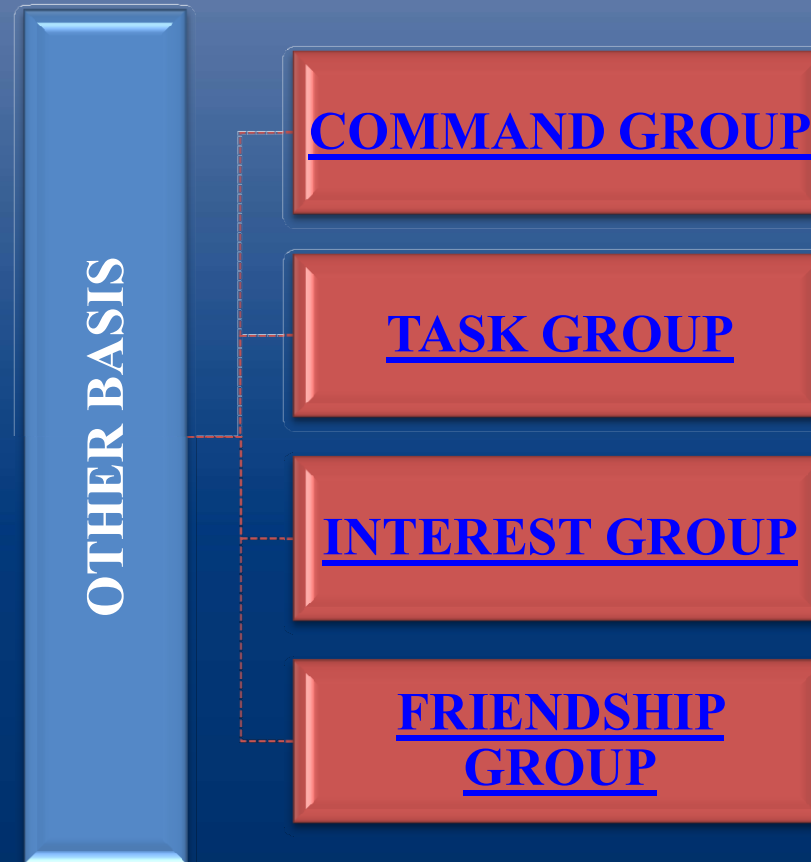
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- *In formal groups, the behavior that team members should engage in are stipulated by and directed toward organizational goals.*
- *The major purpose of formal groups is to perform specific tasks and achieve specific objectives defined by the organization.*
- *The most common type of formal work group consists of individuals cooperating under the direction of a leader.*
- *Examples of formal groups are departments, divisions, taskforce, project groups, quality circles, committees, and boards of directors.*

FORMAL GROUP



- *A group that is neither formally structured nor organizationally determined; appears in response to the need for social contact.*

INFORMAL GROUP



- *It is a very small group which remains in constant contact with each other*
- *Such group can also be in non localized form.*
- *Example: Family residing in a home, Students staying in a hostel room, Co- travellers in bus or a compartment, members of political party even though staying far away from each other etc.*

PRIMARY GROUP



- *It is one kind of primary group consisting of small primary groups.*
- *It is formed as a federation where small groups are not able to form independent group so Coliation Group is required.*
- *For eg.: In politics small groups collaborate and make one stronger group.*

COLIATION GROUP



- *Such groups are formed for temporary basis*
- *As soon as the assigned task gets completed such committee get dissolved and move towards their routine work.*
- *For eg.: Interview Panel is formed, Cultural Committee is formed etc.*

TEMPORARY GROUP



- *Such committee are there for recurring or repetitive tasks.*
- *If in any organization same activity is carried out several times then for carrying such activities permanent group is only formed.*
- *For eg.: Board of Directors*

PERMANENT GROUP



- *A group composed of the individuals who report directly to a given manager.*
- *It is determined by the organization chart.*
- *Membership in the group arises from each employee's position on the organizational chart.*
- *Examples of a command group are: an academic department chairman and the faculty members in that department, or a director of postal audits and his five inspectors.*

COMMAND GROUP



- *Task groups consist of people who work together to achieve a common task.*
- *Members are brought together to accomplish a narrow range of goals within a specified time period.*
- *A task group's boundaries are not limited to its immediate hierarchical superior, it can cross command relationships.*
- *Task groups are also commonly referred to as task forces. The organization appoints members and assigns the goals and tasks to be accomplished.*
- *All command groups are also task groups, but reverse need not be true.*
- *Examples of assigned tasks are the development of a new product, the improvement of a production process, or the proposal of a motivational contest. Other common task groups are ad hoc committees, project groups, and standing committees.*

TASK GROUP



- *Usually continue over time and may last longer than general informal groups.*
- *Members of interest groups may not be part of the same organizational department but they are bound together by some other common interest.*
- *The goals and objectives of group interests are specific to each group and may not be related to organizational goals and objectives.*

INTEREST GROUP



- *Are formed by members who enjoy similar social activities, political beliefs, religious values, or other common bonds.*
- *Members enjoy each other's company and often meet after work to participate in these activities.*

FRIENDSHIP GROUP



- *These emergent roles will often replace the assigned roles as individuals begin to express themselves and become more assertive.*
- *The main types of roles are:*
 1. *TASK ROLES*
 2. *SOCIAL ROLES*
 3. *DECISIONAL ROLES*
 4. *POSITIVE ROLES*

ROLE OF GROUP



Task roles are task-oriented activities that involve accomplishing the group's goals.

They involve a variety of specific roles such as:

- *The initiator :defines problems, proposes action, and suggests procedures.*
- *The informer : finds out the facts and give advice or opinions.*
- *Clarifier :will interpret ideas, define terms, and clarify issues for the group.*
- *Summarizers : restate suggestions, offer decisions, and come to conclusions for the group.*
- *Reality testers :analyze ideas and test the ideas in real situations.*

TASK ROLE



Social-emotional activities that help members maintain their involvement in the group and raise their personal commitment to the group.

The social roles are:

- Harmonizer will reduce tension in the group, reconcile differences, and explore opportunities.*
- Gatekeepers often keep communication channels open and make suggestions that encourage participation.*
- Consensus tester will ask if the group is nearing a decision and test possible conclusions.*
- Encouragers are friendly, warm, and responsive to other group members.*
- Compromiser: this involves modifying decisions, offering compromises, and admitting errors*

SOCIAL ROLE

DECISION ROLE