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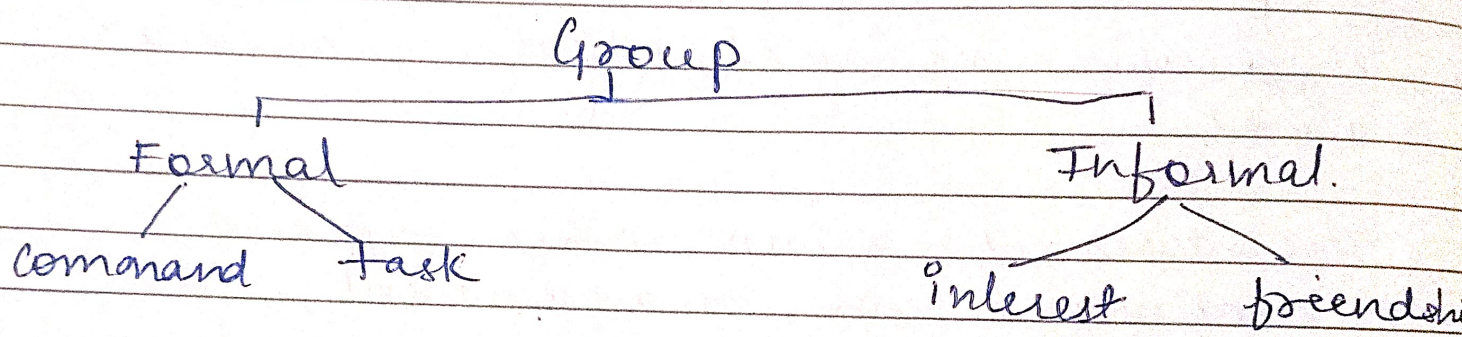
Unit - 4 .

Group - Dynamics

- Org are not just collection of individual working alone, members are usually clustered into groups and teams
- Group can accomplish things that are difficult for individuals working alone.
- The uses of group poses special challenge for management. Thus, the focus on the nature and functioning of work groups and teams such as how group develop and how group membership affect individual behaviour.
- Two basic attributes define groups:-
 - * group member interact with each other
 - * group member percieve that they can accomplish certain goals in a group.
- A group is a set of 2 or more people who interact to achieve certain goals or meet certain needs.

- Although members share same goal, but they differ on other.
- A group goal is one that all or most group members agree on as a common goal.

TYPES -



Work groups can be formal or informal. Formal groups are established to achieve organisational goals. Managers form a product quality committee to handle health & safety concerns in a manufacturing plant. Includes command group, task forces, teams etc. group of subordinates who report to same supervisor based on formal reporting relationship & often consist of depts.

Informal groups emerge naturally when group members perceive that a group can achieve goals or meet their needs. Coworkers eat lunch each day to satisfy need for affiliation and friendship.

DIFFERENCES.

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FORMAL GROUPS

- ① defined by the org's structure ~~and~~ with designated work assignments establishing tasks
- ② behaviour one should engage in are directed towards organizational goals
- ③ Airline flight crew
- ④ Results from demand and processes of org.
- ⑤ Command group - subord. reporting directly to one supervisor.
- ⑥ Task group - work together to complete a particular task or project.

INFORMAL GROUPS

- ① alliances that are neither ^{formally} org's structured nor organizationally determined.
- ② Natural formations in the work environment in response to the need for social contact.
- ③ 3 employees from dif dept - bunch
- ④ Result from natural grouping of people in work
- ⑤ Interest group - coming together to achieve a mutual objective.
- ⑥ Friendship group who shares something in common.