IIT ROORKEE

NPTEL ONLINE CERTIFICATION COURSE

Lecture - 21

Group Dynamics

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7 Characteristics of Team Dynamics

1. Shared purpose- follow ‘SMART’.

-Specific , Measurable, Attainable, Relevant, Time-bound.

2. Trust and Openness.
3. Willingness to Correct Mistakes.
4. Diversity and Inclusion.
5. Interdependence and Sense of Belonging.
6. Consensus Decision Making.
7. Participative Leadership.

Group Dynamics?

- Group Dynamics refers to the “nature of groups , the laws of their development, and their interactions with individuals, other groups , and larger institutions.” (Cartwright and Zander, 1968)

Group Development?

- **George Homans's Classic Theory** – groups develop based on activities, interactions and sentiments .
- **Social Exchange Theory** – Individuals form relationships based on the implicit expectation of mutually beneficial exchanges based on trust and felt obligations.
- **Social Identity Theory** – Individuals get a sense of identity and self-esteem based upon their membership in salient groups.

Tuckman's Theory – Five stages of group development.

1. Forming.
2. Storming.
3. Norming.
4. Performing.
5. Adjourning.

Types of Group

1 - Formal Groups- established by and organization.

- Task groups
- Functional groups
- Command groups

2 – Informal Groups

- Formed naturally and in response to the common interests and shared values of individuals .
- Examples – Interest Groups
- Friendship Groups
- Reference Groups