IIT ROORKEE

NPTEL ONLINE CERTIFICATION COURSE

Lecture - 22

Group Dynamics-2

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Group Structure?

- Pattern of relationships among that hold the group together and help it achieve the desired goals.
- Common considerations of a group are –

1) Group roles
2) Group size
3) Group norms
4) Group cohesiveness.

…continued

1) Group size – Evidences support the notion that as the size of the group increases , satisfaction also increases up to a certain point.
2) Group roles – can be classified into three roles –
   I. Work roles
   II. Maintenance roles
   III. Blocking Roles

...continued

3) Group norms –acceptable standards of behavior within a group that are shared by the members of the group.

- Created to –
  - facilitate group survival.
  - Make behavior more predictable

4) Group cohesiveness – refers to the bonding of the group members and their desire to remain part of it.

Group Think?

- It occurs when members of a group exert pressure on each other to come to consensus in decision making.
- It leads to the following problems-
  - Incomplete assessment of the problem.
  - Incomplete information search.
  - Bias in processing information.
  - Inadequate development of alternatives.
  - Failure to examine the risks of the preferred choice.

Reasons for Group Formation

- To have a sense of security
- To have a status
- To develop self-esteem
- Affiliation
- Power
- Goal achievement