

Exploring the momentousness of group dynamics for the effective function of organizational context

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Abstract

Group work is a key factor to be realized inside an organization. Though the group holds many hidden ice berg conflicts within, each group framed inside the organization plays a momentous role towards the successful development of the organization. So, the (formal and informal) groups incorporated with greater diversities like ideas, experience, knowledge, attitudes etc., should be tied up as a single group, resulting in zero conflicts.

There are several theories as to why groups develop. It is important to study groups because it exists everywhere in our society. The work group is the primary means by which managers coordinate individual behavior to achieve organizational goals. Managers must be aware of the factors that affect group performance and understand the individual as well as the group issues. This article advocates the importance of group dynamics by examining the imperative elements of dynamism, relating to the current management trends.

Keywords: Group Dynamics, Interpersonal Relations, Behavior, Personality

Introduction

Organization Development has been developed from a mixture of human resource and organizational behavior research and theory. One among such is the "Group Dynamics". Group Dynamics is the one which deals with the attitudes and behavioral patterns of a group. Group dynamics can be studied in various business settings like business, classrooms etc. Kurt Lewin had also a profound impact on thinking regarding group dynamics.

Group dynamics play a significant role within any organization; and it is the influential factor that binds the interpersonal relationships that take place inside the organization. So we can say that the term "group dynamics" refers to the interactions between people who are talking together in a group setting. The need to bond with others in groups is perhaps the most important single characteristic of humans, and so obviously the humans join as groups. Group dynamics is concerned with why and how groups develop. To comprehend group dynamics we must understand the key characteristics of groups: that each group is unique, that the specific organizational setting influences the group, and that the group's task and setting have an effect on group behavior. Group dynamics involves the influence of personality, power, and behaviour on the group process. The study of group dynamics provides a vehicle to analyse group communications with the intent of rendering the groups more effective.

Group and Group Dynamics

A group can be defined as several individuals who come together to accomplish a particular task or goal. A group refers to two or more people who share a common meaning and evaluation of themselves and come together to achieve common goals. In other words, a group is a collection of people who interact with one another; accept rights and obligations as members and who share a common identity.

Group dynamics refers to the attitudinal and behavioral characteristics of a group. It is concerned with how groups form, their structure and process, and how they function. In an organizational setting, the study of groups and group dynamics acts as an important area of study. Group dynamics means the study of forces within a group. Since human beings have an innate desire for belonging to a group, group dynamism is bound to occur. Usually the groups have certain common objectives and goals and members are bound together with certain values and culture. In organizational development, group dynamics refers to the understanding of behaviour of people in groups that are trying to solve a problem or making a decision.

Significance of Group Dynamism

- If the group works as a cohesive group, the cooperation and convergence can result in maximization of productivity.
- The group can also bring team spirit among the members.
- Group dynamism can give job satisfaction to the members.
- The group can influence the thinking of its members. The members are always influenced by the interactions of other members in the group.

Factors Affecting Group Dynamism

1. Competition Gets Too Serious

Competition is typically healthy among co-workers and may stimulate a healthy work environment. However, too much competition may create different alliances among people in the organization and lead to a toxic workplace.

2. Loyalty is Extreme to a Specific Group

The leaders can prevent extreme group conformity by establishing a "rule of alternatives," which would allow numerous people to get involved when making decisions or

embarking on a task. This way, employees won't feel like they have to conform or risk disapproval from others.

3. Personal Effort Isn't Recognized

When personal efforts aren't recognized, it will likely result in "social loafing," a term used to describe the reduced effort individuals will put into a task when working with a group. This typically happens because the individual doesn't believe his or her own effort will be recognized or will make much of a difference to the end result.

4. Having a Bad Attitude

Usually in the workplace, people's moods tremendously impact the decision making, problem solving, attention/focus, interpersonal interactions, performance, productivity, and the whole organizational culture.

5. Group Member Resources

The members' knowledge, abilities, skills; and personality characteristics (sociability, self-reliance, and independence) are the resources the group members bring in with them. The success depends upon these resources as useful to the task.

6. Group Cohesiveness

Cohesiveness refers to the bonding of group members or unity, feelings of attraction for each other and desire to remain part of the group. The more difficult it is to obtain group membership the more cohesive the group will be. Groups also tend to become cohesive when they are in intense competition with other groups or face a serious external threat to survival. Smaller groups and those who spend considerable time together also tend to be more cohesive.

Benefits of Group Dynamics

- ✓ Group experiences help members become aware of how others view them and what impact their behavior has on others.
- ✓ Group dynamics can replicate the family of origin dynamics and thus help group member's work out old family issues.
- ✓ A group member makes public statements regarding change and thus is more likely to follow through with stated behavior.
- ✓ Interact more with each other and easier to coordinate their efforts
- ✓ More motivated, satisfied, and committed
- ✓ Easier to share
- ✓ More resources at their disposal to achieve group goals.
- ✓ Enables managers to obtain division of labor advantages.

Conclusion

It is been proved that the group can give the effect of synergy, that is, if the group consists of positive thinkers then its output is more than the double every time. Even the attitude, perceptions, and ideas of members depend on group dynamism. And it can also reduce the labor turnover due to emotional attachment among the group members. The group dynamics thus directly or indirectly enhance the growth and development of the employees and organization, parallelly. We thus end by exploring the benefits of the group dynamics towards the organizational development.

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