

# LECTURE 6

## GROUPS

# **What is a Group?**

Two or more people coming together with a view of co-operation to achieve an objective.

# **Formal Group**

Designated by management which involves rules, structure and authority.

## **Command Group**

Collective subordinates who report to supervisors.

## **Task Force**

Group formed to achieve one specific task.

## **Team**

Formal work group with high level of interaction.

# **Informal Group**

Flexible rules and no formal authority.

## **Friendship Group**

Organisation members who socialise after office job.

## **Interest Group**

A group that meets to achieve a common goal.

# **Group Formation Process**

## **Stage 1: Forming**

There is uncertainty of group's purpose, rules or leadership.

Getting to know members.

## **Stage 2: Storming**

Ideas are tossed around.

Rules, purposes and leadership are discussed.

High level of emotions. Conflict may exist.

# **Group Formation Process**

## **Stage 3: Norming**

Leader is elected. Purpose defined and rules are laid down.

Duties are allocated and performances are fast.

## **Stage 4: Performing**

Performing as per agreed rules.

Conflict may arise, ideas may be created but leaders are to resolve.

# **Group Formation Process**

## **Stage 5: Adjourning**

Task has been completed.

Group disbands.

Evaluation done.

# Why people join Group?

- Security
- Status
- Self-esteem
- Affiliation
- Power
- Goal achievement

# What is Cohesiveness?

Refers to the ability of group members to stay united with great teamwork and harmony. The feeling of wanting to stick together:

- Time spent together.
- Severity of initiation.
- Group size.
- External threats.
- Previous success.