

Group Behaviour

SECTION - A, B & C (Mixed) Very Short, Short & Long Answer Questions (3, 7.5 & 15 Marks)

Q1. Define group ? What are the types of group? Discuss the reasons for formation of groups. [15 Marks]

Ans. Group :

The term 'group' may be defined as a cluster of two or more individual interacting with each other and sharing certain common values, interests and goals. Each group acquires its own structure, functions, values, norms and goals to be pursued by its members.

A group is a collection of two or more individuals, interacting and interdependent, who have come together to achieve particular objectives.

A group is collection of people who interact with each other, are aware of one another, have a common objective and perceive themselves to be a group. Sometimes collection of people can't constitute of group. **For example**, a crowd in front of a shop in the market watching India vs. Pakistan one-day cricket match on TV will not be called as group because people don't interact with each other, don't know one another and also not share any common purpose.

Definitions of a Group :

1. According to Edgar Schein, *"A group is any number of people who interact with one another, are psychologically aware of one another, and perceive themselves to be group."*
2. A group is a collection of two or more people who have a common goal and interact with one another towards the accomplishment of the goal.
3. According to David H. Smith, *"A group is a set of two or more individuals who are jointly characterized by a network of relevant communication, a shared sense of collective identity and one or more shared dispositions with associated normative strength."*
4. According to Marrin E. Shaw, *"A group consists of two or more persons who interact with each other consciously for the achievement of certain common objectives. The members of the group are mutually interdependent and they are aware that they are part of a group."*

Each group acquires its own structure, functions, value, norms and goals to be achieved by its members. The groups have a powerful influence on the productivity of their members. Groups can be either formal or informal.

Types of Groups are as follows :

1. Formal Groups : Groups made by the organisation to achieve organisational objectives. These groups are called formal groups. Formal groups are further divided into sub categories. Like:

- (a) **Command Group :** A command group is composed of supervisor (manager) and the subordinates who report directly to supervisor. A command group is determined by the organisational chart. In the department of business administration of university. **For example**, the head of department and other faculty members in the department would comprise a command group.
- (b) **Task Group :** Represents those working together to complete a job task. **A manufacturing process requiring great deal of interdependence is an example of task group.** The flow of work specified by the management and the job description designate the composition of command

and task group.

- (c) **Project Group** : These groups are formed to complete a specific project. The life of the project group normal coincides with length of project. *Assigning a research project to a university professor by the university grant commission is an example of project group.*
- (d) **Committees** : Committees are usually created outside the usual command group structure to solve recurring problem. For example, Discipline committee of a university to solve disciplinary problems relating to examination.

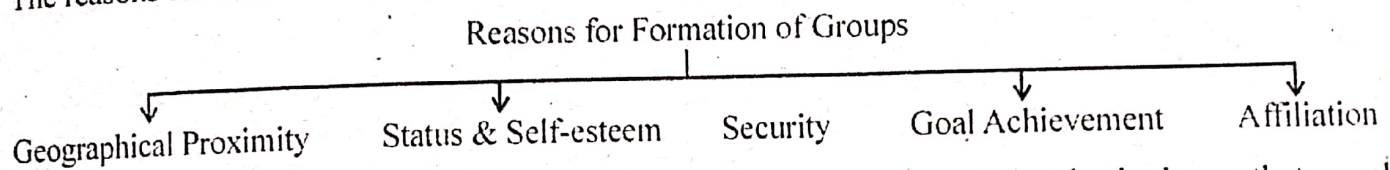
2. **Informal Groups** : Groups which are not formal are informal. These groups are not formally created and not controlled by the organisation. These groups are natural formation by the social contract. For example, *Four employees belonging to four different departments and taking the lunch together it is a informal group.*

There are various kinds of informal groups are :

- (a) **Friendship Groups** : People who like each other and who like to be together is a friendship group. Such groups are formed because member have one or more common characteristics, such as age, political beliefs, religious values and other attraction.
- (b) **Interest Group** : Interest groups are composed of individuals who may not be members of the same organisation, but they have the interest in the same field.
- (c) **Reference Group** : A reference group is a special type of informal group that people evaluate themselves. A reference group may not be an actual one that meets together, it can be an imaginary group.

Reasons for Formation of Groups :

The reasons for formation of a group may be depicted with the help of a chart below :



1. **Geographical Proximity** : It is also known as theory of nearness. It is a basic theory that people who are nearer are likely to form a group. For example people working in a same organisation are more likely to form a group than those working in a different organisation.
2. **Status and Self-esteem** : When a person becomes a member of a recognised prestigious group, it works at a source of self-esteem for that person. For example, being a member of Indian navy is a matter of pride for a person.
3. **Security** : A person feels more safe and secured when he is in a group rather than when he is in isolation. As a member of the group, he feels stronger and finds himself in a position to face hazards and problems more confidently.
4. **Goal Achievement** : Individuals with common goals tend to work together because common goals require cooperation with others for achievement of goals. Thus, they form groups.
5. **Affiliation** : People usually form groups with others who share similar- beliefs, values and attitude. A group provides a common forum for regular interactions exchanging views and news, ideas dual feeling of common interest. This satisfies the need of belonging and affiliation.

Q2. What are the characteristics of group?

[3 Marks]

Ans. **Characteristics of the Group** :

Following are the characteristics of a group :

1. **Two or More Persons** : To form a group, there should be at least two persons because a single individual cannot interact. However, there cannot be any specific limit on the maximum number of persons in a group but the size of a group will be determined by rules and regulations.
2. **Collective Identity** : Members of the groups must be aware about their membership of the group. Each member of the group must believe that he is a member of and is a participant in some specific

Q4. Explain the difference between formal and informal groups.
 Ans. Difference between Formal and Informal Group :

[3 Marks]

Formal	Informal
<ol style="list-style-type: none"> 1. It refers to the structure of well-defined authority and responsibility relationships. 2. Formal relationships are well planned and created deliberately. 3. It is related to well-defined organizational goal. 4. Formal organizations allow the official chain of command which can't be changed. 5. It provides for division of labour and has a definite structure. 6. Formal authority attaches to a position. 7. Formal authority flows down-wards. 8. Formal organization meet organizational goals. 9. It is permanent and stable. 	<ol style="list-style-type: none"> 1. It refers to the personal relationships which develop automatically when people work together. 2. Informal relationships are unplanned and they originate automatically. 3. It is created to satisfy social needs of members. 4. Informal organization does not have a fixed chain of command. It is based on the sentiments of the members. 5. It is structure-less and develops out of social contacts. 6. Informal authority attaches to a person. 7. Informal authority flows upwards or horizontally. 8. Informal organization is created for social satisfaction. 9. It is relatively unstable.