



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA101- MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

I YEAR /I SEMESTER

UNIT 4- GROUP BEHAVIOR

Topic: INTRODUCTION



GROUP

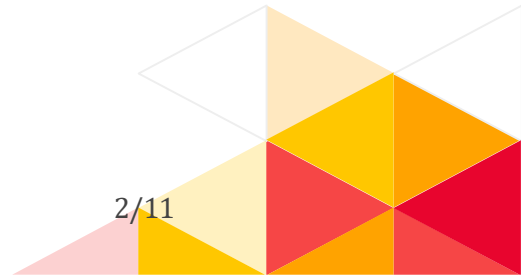


DEFINITION:

Group is defined as “two or more persons who are interacting with one another in such a manner that each person influences and is influenced by each other”.

FEATURES OF GROUP:

- Two or more persons.
- Collective Identity
- Interaction
- Shared Goal Interest





NEED & IMPORTANCE OF GROUP



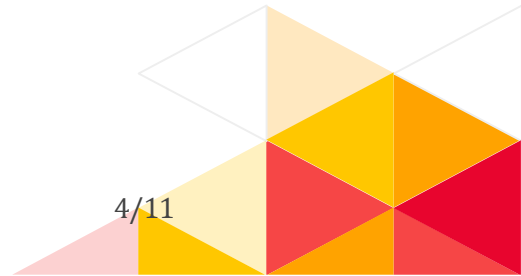
- Personal Characteristics
- Safety & Security
- Status
- Opportunity for Interaction
- Affiliation
- Interest & Goal
- Power
- Increase in efficiency
- Attitude formation
- Formation of systematic society





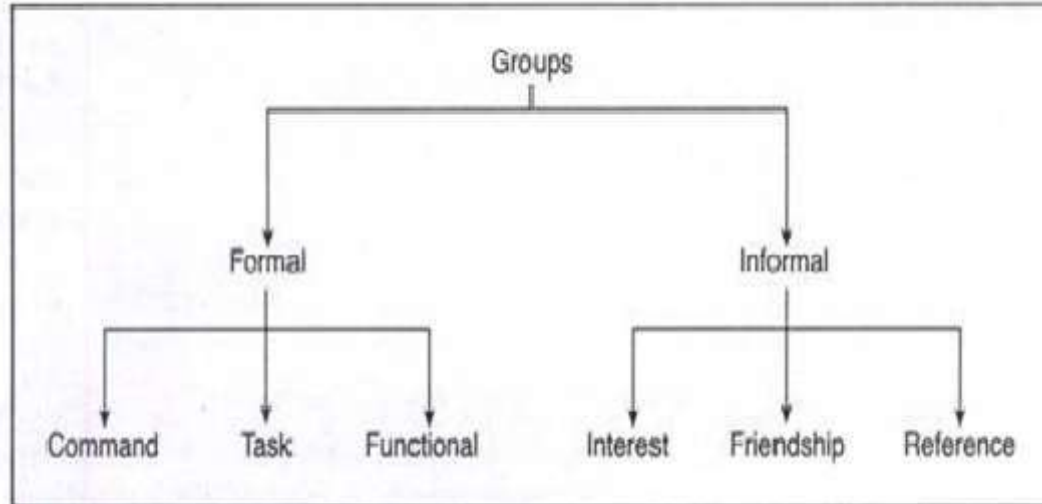
NATURE OF GROUP

- ◀ Size
- ◀ Interaction with each other
- ◀ Common Goals
- ◀ Norms
- ◀ Informal Leadership
- ◀ Cohesiveness
- ◀ Interdependency
- ◀ Regularity
- ◀ Social pressure
- ◀ Devotion





TYPES OF GROUPS





Defining and Classifying Groups

Group(s)

Two or more individuals interacting and interdependent, who have come together to achieve particular objectives.

Formal Group

A designated work group defined by the organization's structure.

Informal Group

A group that is neither formally structured nor organizationally determined; appears in response to the need for social contact.



Defining and Classifying Groups (cont'd)



Command Group

A group composed of the individuals who report directly to a given manager.

Ex: Production Mgr and his Subordinates

Task Group

Those working together to complete a job or task.

Interest Group

Interest Groups are composed of individuals who may not be members of the same organisation but they are united by their interest.

Ex: Group of Professors who organise seminar on Law and Order

Friendship Group

Those brought together because they share one or more common characteristics.



Defining and Classifying Groups (cont'd)

Nominal Groups

Presented with problems to be solved

Members share their ideas in a structured format

Non-performing Groups

Only on Paper

Difference between Formal Group and Informal Group

Basis of Difference	Formal Group	Informal Group
Formation	Well Planned	Unplanned
Objective	To achieve predetermined objective	It has no predetermined objective
Structure	It has an official hierarchy	Its structure is based on human emotions and sentiments
Authority	Institutional	Informal Influence
Leadership	The managers who have authority provide leadership	Informal leadership is not appointed but chosen by the group
Human Relations	Do not take care of human sentiments	Reflects human aspect
Flexibility	Rigid Structure	Loosely Structured
Stability	Usually Stable	May dissolve due to internal or external changes



GROUP BEHAVIOUR



Five stage model of group formation

**Stage I
Forming**

Members get to know each other & set ground rules



**Stage II
Storming**

Members come to Resist Control by group Leaders & Show hostility



**Stage III
Norming**

Members Work Together developing Close Relationships & feelings of Cohesiveness



**Stage IV
Performing**

Group members work towards Getting their jobs done



**Stage V
Adjourning**

Group may disband either after meeting their goals or because members Leave





THANK YOU