

A STUDY ON GROUPS AND THEIR EFFECTS IN ORGANIZATIONS

Dr. C. K.Gomathy, Ms.T.Sushma Naidu, Mr. U.J.Pradeep Chowdary

Department of CSE-SCSVMV Deemed to be University, India

ABSTRACT

Humans are social creatures who, from birth, depend on groups for their survival in all spheres of life. A group is a collection of one or more people who engage with one another in order to achieve a common objective. Within the organisation, groups are formed formally and informally for various purposes and at various times. These groups have an impact on the structure and operation of the organisation, both positively and negatively. In this paper, the concept of groups in organisations is investigated and the influence of group behaviours within organisations is conceptually examined.

Keywords: Groups, Group Behavior, Group Dynamic, Informal Groups, Formal Groups

I. INTRODUCTION

Humans must interact with one another in order to thrive because they are the only creature that lives in groups. Both formal and informal groups in the community participate in this cooperation and contact. Due to works focused on human and work group emotions rather than the efficiency principle in organisations, the emotions that are not taken into account in factions, small groups, and logical models are mostly highlighted. This "Human Relations" approach disregarded the Official Organization's relationships with the environment, and formal organisation was only thought of as a system dictating the economic structure. Now, the (informal) social organisation within the company has started to take centre stage as a research topic. As opposed to being treated as an independent person, the transactor is now seen as a member of the group whose behaviour is heavily influenced by group norms and values. It is acknowledged that the transactor doesn't always behave in

accordance with the norms established by the business management and that his or her behaviour. The groups and their effects in organizations are focused in:

Manage workload: Set priority levels for tasks with a realistic work plan. Delegate existing workloads so workers are not attempting disaster response in addition to their usual jobs.

Balance lifestyle: Get physical exercise and stretch muscles when possible. Eat nutritiously and avoid excessive junk food, caffeine, alcohol, or tobacco. Get adequate sleep and rest, especially on longer assignments. Maintain contact and connection with primary social supports.

II. GROUP CONCEPT

The term group means "to become" in everyday English. In the broadest meaning, plural. When two or more people gather together and communicate with one another, we refer to them as a group achieve a specific aim. Different definitions of the group notion can be found in social psychology and sociology. According to those criteria, the prerequisites for the crowd to become a group include shared norms, shared objectives, and a sense of belonging. The group notion has been defined in a variety of ways throughout history. The collective, which consists of more than one person, points out that it is a social being. As in one definition of group, which states that the formation of group results from the perception that the individuals feel themselves as members of a group, it is mentioned in another definition that the individuals must come together for the purpose of carrying out specific tasks in order to form a group, that the group members must reciprocally fulfil the liabilities they assume, and that the group norms must be established.

At the same time, the group is also described as a social fact made up of people who engage with one another through the power of communication and form social norms and behaviours. The components that have the physical and social orders, as well as positive and uniting characteristics, are groups. They fight for survival and to maintain their existence in the same ways that people do. They take precautions against risks that are unavoidable for all living things, such as separation, dissolution, and disappearance, and they also work to improve themselves by taking use of environmental opportunities that allow for their own potential.

However, much like with living things and people; if there are any challenges or dangers that they cannot handle on their own, or if they feel that they cannot resolve their issues using only their own resources, If there are any chances, then the group itself may experience unease, instability, and disturbances. The group may eventually split apart, disband, unite, merge, or become wholly indistinguishable from other groupings. Therefore, we can characterise a group as being no different from any other human in terms of its living characteristics as small or large communities that interact with one another, are psychologically aware of one another, and perceive themselves as a group.

III. REASONS FOR BECOMING THE MEMBER OF A GROUP

Along with the organisations created with a feeling of aim, there are other groups created at random. Everyone in society is a part of a group to some extent. Once a person is born, they are automatically a part of a group. As a result, they start acting in ways that reflect their awareness of the obligations they have to the society in which they live. When a person joins a group, they are relieved of their sensation of loneliness, which aids in boosting their self-confidence.

The group members receive various benefits from their collectively attained successes, including social and professional recognition as well as acquiring specific statutes. In this sense, the individual experiences life as a member of particular groups due to the influences of particular beliefs, attitudes, and conventions from birth. The true reason a person wants to belong to a group is because they feel close to it and the group shares many of the same traits as the person's beliefs.

IV. GENERAL FEATURES OF GROUPS

Group leadership, authority, communication, and sociometric structure should be accessible in order to organise the groups. These characteristics must be understood in order to examine the causes of group behaviours. Knowing these characteristics will enable the leaders to effectively manage the group.. Steers looked at the features of the individual, social context, and group dynamics. The group's organisational structure and working methods were discussed. The following chapters go into great length on topics like group norms, role and statute relationships, and observance behaviour that are characteristics of group organisation. The processes of group-in and group-out communication, conflict, decision-making, and leadership make up the group processes.

Group Processes Stage: Communication is used to facilitate all intergroup activities. Through this method, the individuals learn all of the in-group behaviour guidelines and solutions.

Conflict Stage: The stage of conflict is a factor that hinders both individual and group actions. Additionally, disagreement does not necessarily result in negativity, but rather in specific developments.

Decision Making Stage: The group's effective and proper decision-making process is described as the decision-making stage. Shaw (1978) discovered that groups were more influenced by collective decisions than by individual ones, and that ideas that had been filtered through many people were quickly acknowledged, even when they were incorrect, and that mistakes were made less frequently in his work.

Leadership Stage: The leaders are the group's representatives, as well as the people who uphold the group's values, offer the group's support, and influence the group's members and guide their actions by keeping them close.

V. EFFECTS OF GROUPS WITHIN THE ORGANIZATION

Normative effects of group on the individual:

We are aware that there are variances in status (position) amongst the members of all groupings according to the internal structure of the group. The medium-level individuals who believe they are "partially" recognised among the lower, medium, and upper status levels were those that exhibited the most "conformity behaviour" to the social norm. Although those members have some degree of group support, their position has not improved. They choose whether the group will accept them or not. Because of this, those individuals adhere to the group rules with the utmost sincerity and exhibit conformity behaviour with tremendous zeal. The group loses some of its appeal for the lowest-status members since they are aware that they are looked down upon by the group. As a result, they generally exhibit less group conforming behaviour than do members of middle status who find the group attractive and work hard to advance.

He or she feels more liberated in this way than the member with the middle status. According to Dittes and Kelley's research, group members at the bottom level may not respect the group as a whole, but they

nevertheless exhibit some conformity behaviour by following group rules to avoid expulsion. According to such viewpoints, a member's value in a group is determined by the ratio of the benefit (reward) the group offers that individual to the expense of the group. The person has certain demands of the group of which he or she is a member. There is a certain level of expectation there. If the group goes above and beyond this degree of "comparison" (expectations), it attracts the individual. If not, it lacks appeal.

Impact of Group on the Change of Individual Attitude:

The group can either increase, decrease, or prevent the change in attitude in its members; specifically, if the change in attitude is consistent with the group norm, the group contributes to it more; however, if it differs from the norm, the group contributes to the change in attitude by acting as a preventive force. This is the outcome, and it's because of it that the group's consensus plays a supportive role in defending each person's attitude towards the group norm. As a result of group debate, the choice is made collectively, and the participants establish a consensus (norm).

Impact of Group on the Individual's Productivity:

When the group has been subjected to analysis, it has been noted that each member contributes more to the group than they would individually. Finding similar outcomes from some animal-based research projects is quite intriguing. For instance, Chen discovered on his own that in both the paired and trio ant groups, the ants in the trio groups excavate the most sand. The unifying finding in all of these related studies is that people operate better in groups than they do on their own. Some studies, meanwhile, indicate that group "learning" moves more slowly. For instance, Allport noted that while the quantity of work completed in groups grew, the quality deteriorated. The negative effects of the group were also demonstrated by additional studies carried out at various intervals. Specifically, an individual's productivity can vary depending on whether they are working alone or in a group. This is one possible interpretation. The presence of other people makes a person more motivated and active.

As a result, there is a higher likelihood that the person will express the (dominant) reactions. Therefore, if a person has a tendency to act negatively, this will lead to an increase in their flaws within the group, whereas if they have a tendency to act positively, this will enhance the likelihood of doing so. The results of the studies

suggest that being part of a group boosts a person's motivation. It is believed that the source of it is the group competition and the feeling of being judged by others. These emotions cause the "Social Acceleration" to take place.

Impact of Groups on the Decision-Making Process:

Up until the 1960s, group decisions were made more thoughtfully than individual ones. The results of the actual research projects demonstrate that groups start making riskier selections later on. The rationale for this is because even if the group makes the wrong judgements, the danger is shared by all members who have an equal responsibility. The judgements made by the group have an impact on the individual since they are more thoughtful and regulated than acting alone.

The adoption and acceptance of such ideas, which at first seem weird to the group members, is said to be caused by the individuals in the group expressing diverse perspectives, according to another viewpoint. Each person's thought is significant, and collective judgements are made based on the concept denominator that is closest to the group in accordance with moral, ethical, normative, and governing principles. Another viewpoint holds that the group making the decisions tends to favour the views that are convincing. Depending on how well a person can persuade the group, different decisions or views will be weighted accordingly.

Impact of Group on the Performance (Social Acceleration):

The animal trials demonstrated the acceleration of group behaviour by individuals. The phenomenon of "social acceleration" is the fact that an individual is influenced by the presence of others, works more quickly, and performs. Individuals' actions make it possible for what we know to happen with others. When we look at how it affects people, we see that when someone feels like they are being watched, especially when they are aware of it, it can either favourably or negatively affect how they act. In an experiment, the individuals are given the words; some of the terms are repeated more often than others. The individuals were able to pick up on some words quickly and struggled with others. The audiences' presence sped and increased the individuals' evaluations. Many of these and related tests have findings that are comparable.

The research was analysed, and studies incorporating many various points of view on how people are affected by others' existence and why they are motivated by others were done. While some studies imply that having other people around improves an individual's performance and that this is accomplished through stimulation, other studies claim that having other people around reduces performance for personal work and causes the wrong task to be done. The social acceleration research hasn't yielded any conclusive findings yet. According to this is because many subjects have variables.

VI. PEOPLE'S BEHAVIOURS IN JOB-RELATED ACTIVITIES

Small work groups in the sector are frequently referred to as "informal groups." Within the organization's administrative structure, they are not eligible for any positions that could be officially allocated to them.

The observations of people's behaviours at work and during other job-related activities may lead to the following conclusions:

- If people work closely with one another, they always have a tendency to create groups to maintain and defend their advantages. In response to the existence of such groups, the employer makes no changes. They will undoubtedly form and survive if the necessary conditions are present to make such groupings' existence physically feasible.
- Those groups may fully adopt the organisational principles' goals, such as achieving higher levels of production, in which they participate. They actively contribute to achieving the stated goals in this situation.
- Those groups may act completely against and to obstruct the achievement of the principal organization's aims in which they are involved.
- Those organisations may be impartial towards the goals of the principle organisation, meaning they have no interest in them. For instance, the bank's football team members only care about their team's effectiveness on the pitch and are not concerned with how productively the bank as a whole works.

- Behaviours that isolate some people and subject them to special treatment, isolate people on an individual basis, or only subject them to special treatment without isolating them encourage the rapid growth of social groups with strong internal ties and rules that are unique to them.
- The emergence of some informal organisations with strong internal ties and favourable outcomes for the members is prompted by a shared perception of some straightforward advantages that are simple to sense, or to put it another way, easily understood.
- The chance of success for a group is increased by the presence of a group of natural group leaders.
- As a group chooses its natural leaders, it favours those who act in a way that best helps the group achieve its goals.
- It is possible to boost productivity in order to draw attention in situations where the production level is largely controlled by social means (without following a mechanical rhythm).

The potential created by such groups being formed by industrial organisations with such structure has to be considered. When this potential is properly addressed and examined, it is possible to achieve really positive outcomes for the growth of productivity, even when it is not utilised as needed because it may result in unanticipated outcomes. Since the emergence of these groups is independent of the management's intent and control, it is impossible to eradicate them from organisations.

The management's job in this situation is to:

- Adopt and comprehend the informal organisation
- Take into account any potential impact of any activity it plans on the informal organisation
- Attempt to as closely as possible integrate the interests of the informal organisation with those of the formal organisation.

- The focus should be devoted to which informal systems will have the most impact on the formal works in general to avoid unnecessary disruption of the informal organisation.

VI. CONCLUSIONS

The employer's goals, which are safeguarded from the past, can be lost in the maze of the tiny group's interests without a secondary function with the formal structures. The informal organisation will typically become stronger to fill the authority gap and maintain the group's cohesiveness if the formal system weakens and makes it impossible to carry out a task. "Despite our observer, we may do some here," is a common phrase in several groups. When the administration is weak, it might be able to restrain these tendencies. When the administration tries to ingratiate the informal organisations by growing strong and dictatorial, the problem won't be resolved. In these situations, informal institutions strengthen in order to defend the group and keep work life at a reasonable standard. It solely has negative impacts and results in minimal output. The establishment of informal systems that sustain group cohesiveness and collaborative efforts with the formal system that predominates is the ideal way to combine formal and informal organisations in order to safeguard objective integrity. In this situation, it is required to reshape the organisation, but because the organisational relationships are regulated, the psycho-social component of human behaviours won't be overlooked and the informal structures won't be formally shaped to fit the organization's goals. Therefore, he or she should be a modern organiser who keeps the discrepancies between the two boundaries of organisational structure to a minimum.

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Author's Profile:

- T.Sushma Naidu, Student Reg.No.11199A235, B.E, Computer Science and Engineering, Sri Chandrasekharendra Saraswathi Viswa Maha Vidyalaya, Enathur, Kanchipuram
- U.J.Pradeep Chowdary, Student Reg.No.11199A243, B.E, Computer Science and Engineering, Sri Chandrasekharendra Saraswathi Viswa Maha Vidyalaya, Enathur, Kanchipuram.
- Dr. C.K. Gomathy is Assistant Professor in Computer Science and Engineering at Sri Chandrasekharendra Saraswathi Viswa Maha Vidyalaya, Enathur, Kanchipuram, India. Her area of interest in Software Engineering, Web Services, Human Resource Management, Organization Behaviour and Internet of things..