

ELECTIVE COURSE – VI : GROUP DYNAMICS

UNIT – I

Groups and its formation – Formal and informal groups – Functions fulfilled by groups – Variables affecting the integration in groups of organization in groups of organizational groups and personal needs.

UNIT – II

Training for effective group membership – T Group training or sensitivity training – Lab exercises and feedback to individuals for improving interpersonal competence goals, approaches and utilization of sensitivity – training in Organizations.

UNIT – III

Process of decisions making in groups – Problems and approaches for ‘consensus’ formation – effective meetings.

Theory and model of interpersonal behaviour of C William Shutz – FIRO-B Test – its application – Achieving group compatibility – Problems in Reaching compatibility.

UNIT – IV

Use of groups in Organizations Vs Individual performance – Inter group Problems in Organizations – Inter group competition – Reducing competition through training – Conflict – Management of conflict – Preventing interpersonal conflict and inter group conflict Achieving integration in groups.

UNIT – V

Organization Development through better management of group dynamic – Team Work development.

References:

1. Organization Psychology – Edgar Schein
2. T-Group Development & OD – Dharani P Sinha
3. Interpersonal under world – G William Shutz.