



SNS COLLEGE OF ENGINEERING

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA101- MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

I YEAR /I SEMESTER

UNIT 4- GROUP BEHAVIOR

Topic 4.2: GROUPS Vs TEAMS, ROLES



TEAMS

DEFINITION:

Team is defined as a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.

FEATURES:

- ◀ Committed to goals
- ◀ Support one another willingly
- ◀ Trust and support each other
- ◀ Offer suggestions and feedback
- ◀ Work to resolve differences and reach consensus.



GROUP VERSUS TEAM

Group refers to a number of people who are connected by some shared activity, interest, or quality

Team refers to a number of persons associated together in work or activity

May not share a common goal

Share a common cause or goal

Specific roles and duties are not assigned to individuals

Specific tasks are assigned to each individual

Members are independent

Members are interdependent

Members may not know each other

Members are aware of each other's weaknesses



GROUP ROLE



Definitions:

“A set of expected behaviour patterns attributed to some one occupying a given position in a social unit.

Ex: part of friendship group, family, organisation etc.

One may play several role.



TYPES OF GROUP ROLE

- WORK ROLE
- MAINTENANCE ROLE
- BLOCK ROLE

WORK ROLE – these roles relate to task-oriented activities involved in accomplishing the group tasks or group goals.

Ex: Developing strategy for accomplishing the task

Assigning jobs, evaluating work progress





GROUP ROLE

MAINTENANCE ROLE

These roles relate to social-emotional activities of group members that help maintain their involvement and commitment to group.

Ex: Encouraging other fellow members to participate

Praising and rewarding other members for their excellent contribution

Other activities designed to maintain a friendly group atmosphere.





GROUP ROLE

BLOCKING ROLES

- ◀ These are the activities that disturb or destroy the group. These activities may include such things as dominating the decisions, attacking other group members, disagreeing unreasonably with other group members and distracting the group by unnecessary humour.



Role Identity:

Certain actual behaviors create role identity. Two elements that define role identity are;

Role Perception - An individual is expected to behave according to his own perception in the group or organisation on the basis of job description, clues provided etc.

Role Expectation – defined as how others believe one should behave in a given situation



THANK YOU