

SNS COLLEGE OF ENGINEERING



Kurumbapalayam (Po), Coimbatore – 641 107

An Autonomous Institution

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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

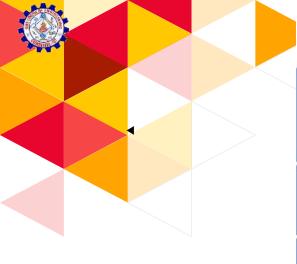


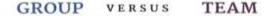
DEFINITION:

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 each consensus.







Group refers to a Team refers to a number of people number of persons who are connected by associated together some shared activity, in work or activity interest, or quality May not share a Share a common common goal cause or goal Specific roles and Specific tasks are duties are not assigned to each assigned to individual individuals Members are Members are interdependent independent Members may Members are aware not know each of each other's other weaknesses





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

◂







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.

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BLOCKING ROLES

These are the activities that disturb or destroy the group. These activities may include such things as dominating the decisions, attaching 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

