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Lecture N o4

Work Groups

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What is a Work Group?

A work group is a group of employees who work together to reach a common goal

They share ideas, help each other, and solve problems.

Examples:

- Small work group: 5 employees in the marketing team plan an advertisement.
- Large work group: All employees in a company work together to achieve the company's vision

Work Groups vs Work Teams

Work Group:

- Share information
- Work mostly individually
- Manager makes decisions

Work Team:

- Share information AND responsibility
- Work closely together
- Make decisions together

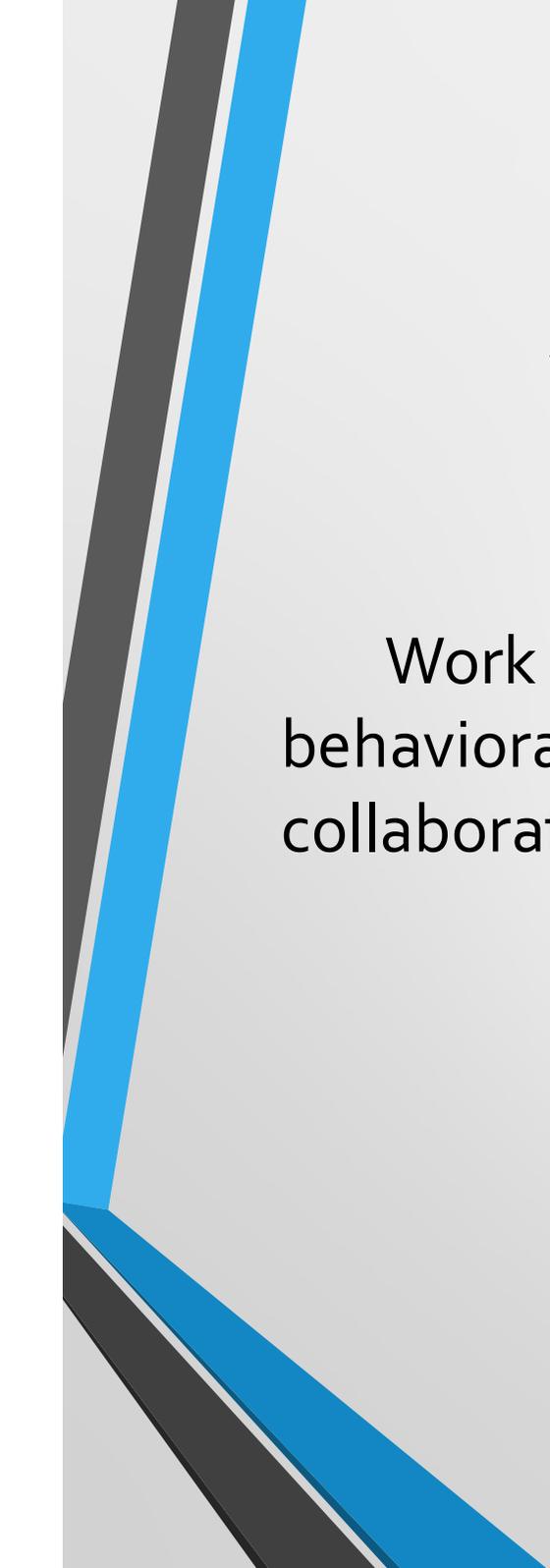
Formal vs Informal Groups

Formal Groups

- These groups are created by the organization to achieve specific goals.
- They have defined roles, rules, and tasks.

Informal Groups

- These groups form **naturally** based on **friendship, interests, or common values**.
- They do **not have official rules**, but they influence behavior.



Work Group Dynamics

Work group dynamics refer to the psychological and behavioral patterns of interaction, communication, and collaboration within a group.

Key elements of group dynamics

- **Roles:** The specific responsibilities, both formal and informal, that each member takes on.
- **Norms:** The unwritten rules of acceptable behavior and conduct within the group.
- **Communication:** How members exchange information, ideas, and feedback.
- **Relationships:** The connections and bonds between group members.
- **Cohesion:** The degree of closeness, collaboration, and sense of belonging members feel.

work Group and Influencing Factors

- 1. Threats and Competition**
- 2. Success**
- 3. Member Diversity**
- 4. Group Size**
 - Small groups **form close bonds faster.**
 - Large groups **can last longer** and maintain stability