

Organization Behaviour

Class- BCA IInd Semester

Topic – Group Behaviour and Leadership



Mr. Upendra Sharma
Assistant Professor

Department of Computer Application
Jagatpur P. G. College, Varanasi

Affiliated to Mahatma Gandhi Kashi vidhyapith Varanasi

Email- sharmaupendra82@gmail.com





Outline:-

Unit 5 – Group Behaviour and Leadership

- ▶ Nature of Group
- ▶ Types of Groups
- ▶ Nature and Characteristics of team
- ▶ Team Building
- ▶ Effective Teamwork
- ▶ Nature of Leadership
- ▶ Leadership Styles
- ▶ Traits of Effective Leaders

Nature of Group

There are different types of groups which are created to get some specific results in any organizations. The team members agree to a general task, become mutually dependent relative in their action, and work together with each other to support its success. There are three views on the nature of act between team members. The first is normative, which explain how to carry out performance and manage the team. The second view is includes of a set of method, group building, role play, self managed groups and sensitivity training of the members. The third is referred as a team dynamic from the point of sight that the internal nature of any groups.

Types of Groups

- ▶ Formal Group
 1. Command Group
 2. Task Group
 3. Project Group
 4. Committees
- ▶ Informal Group
 1. Friendship Group
 2. Interest Group
 3. Reference Group

Nature and Characteristics of Team

► Nature of Team

1. Clear Direction
2. Clear Responsibilities:
3. Knowledgeable Members:
4. Reasonable Operating Procedures:
5. Interpersonal Relationship:
6. Sharing Success and Failures:

Team Building

Team building refers to the various activities undertaken to motivate the team members and increase the overall performance of the team. You just can't expect your team to perform on their own. A motivating factor is a must. Team Building activities consist of various tasks undertaken to groom a team member, motivate him and make him perform his best.

We all are human beings and love appreciation. Any individual performing exceptionally well must be appreciated well in public. He feels happy and motivated to perform even better the next time. If any team member has come out with a unique idea; treat him with any thing that makes him happy. Never criticize any team member or demotivate him if he has failed to perform. Ask him to "Buck up".

Effective Teamwork

Teamwork has never been more important in organizations than it is today. Whether you work in a manufacturing environment and utilize self-directed work teams, or if you work in the “knowledge economy” and derive benefits from collaboration within a team structure, you are harnessing the power of a team.

- ▶ The five elements that make teams function are:
 - Common commitment and purpose
 - Specific performance goals
 - Complementary skills
 - Commitment to how the work gets done
 - Mutual accountability

Nature of Leadership

- ▶ Leadership derives from the power and is similar to, yet distinct from, management. In fact, “leadership” and “management” are different. There can be leaders of completely unorganized groups, but there can be managers only of organized groups. Thus it can be said that a manager is necessarily a leader but a leader may not be a manager.
- ▶ Leadership is essential for managing. The ability to lead effectively is one of the keys to being an effective manager because she/he has to combine resources and lead a group to achieve objectives.
- ▶ Leadership and motivation are closely interconnected. By understanding motivation, one can appreciate better what people want and why they act as they do. A leader can encourage or dampen workers’ motivation by creating a favorable or unfavorable working environment in the organization.

Leadership Styles

Leadership style refers to a leaders' behavior towards group members.

The behavioral pattern which the leader reflects in his role as a leader is often described as the style of leadership.

Leadership style is the result of the leader's philosophy, personality, value system, and experience.

It also depends on the types of followers and organizational atmosphere prevailing in the enterprise. The different types of leadership may be discussed under the following heads:

1. Leadership Styles Based on Authority.
2. Likert's Four Styles of Managerial Leadership.
3. Leadership Styles in the Managerial Grid.
4. Leadership Continuum.

Traits of Effective Leaders

- ▶ **Effective Communicators**
- ▶ **Accountable and Responsible**
- ▶ **Long-term Thinkers**
- ▶ **Self-motivated**
- ▶ **Confident**
- ▶ **People-oriented**
- ▶ **Emotionally Stable**

References

- ▶ Organizational Behavior Text, Cases and Games- By K.Aswathappa, Himalaya Publishing House, Mumbai, Sixth Edition (2005)
- ▶ Organizational Behavior Human Behavior at Work By J.W. Newstrom, Tata McGraw Hill Publishing Company Limited, New Delhi, 12 th Edition (2007)
- ▶ Organizational Behavior – By Fred Luthans
- ▶ Organizational Behavior – By Super Robbins
- ▶ Organizational Behavior – Anjali Ghanekar
- ▶ Organizational Behavior Fundamentals, Realities and Challenges By Detra Nelson, James Campbel : Quick Thomson Publications

Declaration

“The content is exclusively meant for academic purpose and for enhancing teaching and learning. Any other use for economic/commercial purpose is strictly prohibited. The users of the content shall not distribute, disseminate or share it with anyone else and its use is restricted to advancement of individual knowledge. The information provided in this e-content is authentic and best as per knowledge”.

Mr. Upendra Sharma
Assistant Professor
Department of Computer Application
Jagatpur P. G. College, Varanasi