

SOS POLITICAL SCIENCE AND PUBLIC ADMINISTRATION,

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SUBJECT NAME: MANAGING CHANGE IN ORGANISATION

UNIT-V

TOPIC: GROUP COHESIVENESS PROCESS

GROUP COHESIVENESS PROCESS:

Group cohesiveness Process can be defined as a group session wherein which, group of people connects them with the help of similar interest and program. Moreover, it is a process where a group of people for a group or a team consider their similar interests and ability.

1. SIMILAR INTEREST:

Being a part of a group or a team is not that easy as it seems. Some groups and teams maintain a certain type of ground rules for their group. And those ground rules can be measured in terms of the **common interest of all the group members**.

If anyone wants to join such a team considering their common interest, then they should follow all the ground rules given by the team leader.

Therefore, it is necessary to understand that all the group of team maintains the same level of interest in their team formation.

2. GROUP DIGNITY:

Every group or team maintains a certain level of **pride and dignity** with their team and team members. And to maintain that dignity and pride of the group the members deliver certain responsible services in favor of the society and whoever concerned.

Moreover, it is an initial process of every group activity and in that process, they undertake several services according to the pride and dignity of the group. And every single member of the group takes part in such activity of the group.

3. COMMITMENT:

Commitment is a word that describes a person's **loyalty and honesty** relating to the group.

Most probably every member of the team needs to show some sort of commitment towards their work within the group and for that, they need to take active participation in the activities of the group. This can lead to developing high performing teams.

Therefore, it is very much necessary for all the members of the team that without commitment a group cannot survive in their future activity.

IMPORTANT FACTORS OF GROUP COHESIVENESS PROCESS:

To understand the importance of the group cohesiveness Process, one should well understand the group cohesiveness definition and cohesiveness meaning. Therefore, with this additional info about the group cohesiveness Process, one can have better clarity on it.

1. EQUAL MINDSET:

As people join some group with thinking that they can be a part of that particular group as they share a **similar kind of interest**, then they definitely should go ahead with their decision and join such a team or a group.

Most groups that maintain a certain focus element in their group consider their members' interest to carry on with their group services.

Therefore, most of the group accepts those candidates who are very much interested in their activity. And other than that no group accepts a person with different natures of interest.

2. COMMUNICATION:

As it is explained earlier that, **communication between the team and its team members is very much necessary.**

If there is any sort of miscommunication between the team and its members, then it is quite clear to everyone that there will be all sorts of doubts between the team members.

Therefore, communication creates a link between the team and their member's point of view as well.

3. TRUST:

Sometimes trust holds all the main activity between people, whether it is a company, organization, and team. And that is why all the people who are in connection with the team or a group need to **maintain a positive trust in their team and their decision.**

Therefore, it is very much necessary to understand all the factors of trust in the team and their decision and moreover handling all the facts relating to that.

4. AN OBJECTIVE OF THE GROUP:

Every group or a team maintains its objective for that particular group and that group delivers its objective in the form of its services and activity. And that is why objective holds all the basic needs of the group or a team.

Therefore, **maintaining an objective** for a group or a team is necessary to continue with their **positive intention about their social activity**.

Eventually, these social activities with a positive objective can bring them a positive recommendation for their future benefits.

5. EXPERIENCE:

Experience means their previous group experience. Most of the time these group experiences create a difference with the new group.

This difference can bring up all the new and creative ideas within the members of the group and which is a good thing for the overall growth of that particular group.

Therefore, all the things which come with the help of previous experience in group cohesiveness can provide overall growth.

IMPORTANCE OF GROUP COHESIVENESS PROCESS:

When it comes to valuing something in one's life, then people experience some sort of issues with it. And to understand such importance of that particular thing, a person needs to appreciate its worth, which is possible only by handling all the activities either it is group or individual.

1. Performance:

It has been explained earlier that, the factors which bring up all the importance of cohesiveness of group performance can be measured in terms of their activities.

Performance matters in-group cohesion and especially when it is mattered with the services delivered by each valuable member of the team.

Therefore, performance matters with the activities which are delivered by the group cohesiveness behavior.

2. Satisfaction:

The main issue that every member of the team faces while working according to the expectation of the group that the team members might feel a bit left out other than a team leader.

Not all the valuable members of the team need to be treated well. It is even expected, especially from the team leader that he or she needs to treat all the members of the team the same so that they can **feel complete satisfaction with their work** assigned by their team.

3. Emotional factors:

Most of the time while working in a team people used to feel a bit attached to others who are active members of the team. And it is normal to feel emotional around them.

It is even possible that all the things which come up or which come along with the help of group cohesive behavior is quite a result of hard work and team spirit.

Therefore, emotional factors always weigh heavy in terms of group cohesive nature.

4. The pressure of assurance:

It is quite possible with all the element and characteristics of group cohesive behavior that most of the factors comes up with the help of group working or because of the team task.

Therefore, it is very much necessary to understand all the matters which can bring up with the help of all group related behavior and eventually this **creates a level of pressure with an assurance of work completion.**
