

Organizational behavior

Week 4

Group and Team Performance

Organizational behavior

The fundamentals of group and teams

Groups form because of

A recognition of shared personal features

Shared interests and goals in life

A concern for some issue

Opportunities for interaction



Organizational behavior

Types of groups

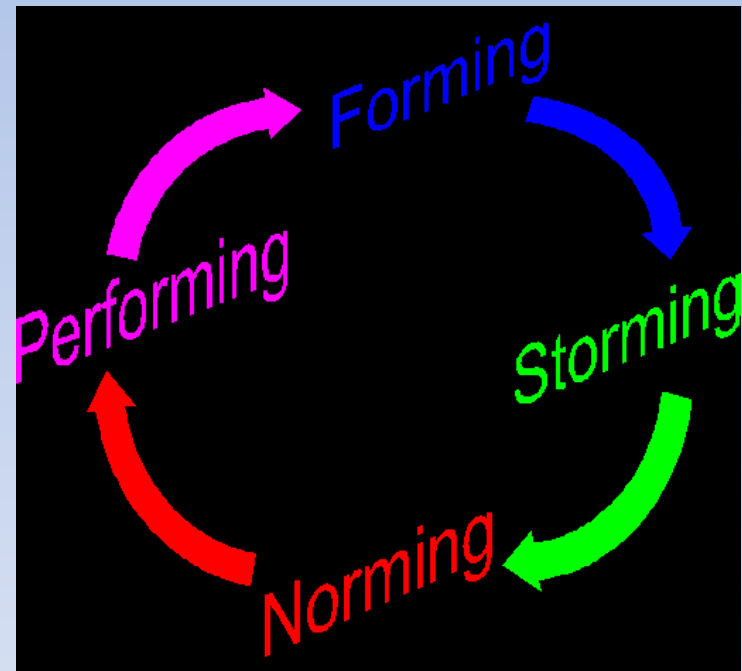
- Formal, whether functional or task, arising from societal/organizational structure
- Informal arising from individual desires
- Virtual arising from electronic interaction

Organizational behavior

Group development

Groups go through the following evolutionary stages:

- Forming: getting to know each other (orientation)
- Storming: getting opinions across (conflict)
- Norming: setting norms for collaboration (cohesion)
- Performing: working effectively (maturity)



Organizational behavior

Team development

Teams develop in the same manner as groups yet are faced with additional issues:

- Nature of work assigned to
- Motivation and reward
- Fit of skills and training
- Size and composition
- Ethos