



GROUP DYNAMICS

PROF. POOJA GARG

Department of Humanities and Social Sciences
IIT Roorkee

PRE-REQUISITES : Graduation in any discipline

INTENDED AUDIENCE : Students from universities, colleges, and technical institutions and managers seeking to expand their scope of expertise

INDUSTRY SUPPORT : Banking, IT, and manufacturing sector; HR department, Police training, Medical practitioners, Army, Navy, and Air Force Personnel.

COURSE OUTLINE :

To familiarize the students with the functioning of individuals in group situations. To provide scholars and managers an understanding of human behavior at work and how to effectively integrate human and organizational resources. The course will focus on employees' positively oriented human resource strengths and psychological capacities that can be measured, developed, and effectively managed for performance improvement and optimum human conditioning. The course devises pathways to improve people's quality of work-life and group situations in organizations and understand how managers can create positive change in organizations. This course will introduce the learners to the fundamental aspects of group behavior in detail.

ABOUT INSTRUCTOR :

Prof. Pooja Garg is an Associate Professor in the Department of Humanities and Social Sciences at the Indian Institute of Technology Roorkee, Uttarakhand, India. She is a postgraduate in Psychology and received her Ph. D in Psychology from the Indian Institute of Technology Roorkee, Uttarakhand, India. Her areas of specialization are Organizational Behaviour and Positive Psychology. She has more than twelve years of teaching and research experience. She received the Korea Foundation for Advanced Studies Fellowship, now Chey Institute of Advanced Studies (CIAS) (2018-19), South Korea. She was awarded the Emerald Highly Commended Award, 2018, and Emerald Outstanding Paper Award at the Emerald Literati Network Awards for Excellence 2007, UK. She has published research papers in journals of national and international repute such as The International Journal of Human Resource Development, International Journal of Educational Management, Journal of Organizational Change Management, Asia-Pacific Journal of Business Administration, Journal of Management Development, Journal of Organizational Management, among others.

COURSE PLAN :

- Week 1:** Introduction of Groups: Groups and types of groups, their functions, stages of group development, reasons of joining groups.
- Week 2:** Group Processes: Conformity, deviance, cohesiveness, social loafing and facilitation, cooperation and competition.
- Week 3:** Interpersonal attraction and Social Relationship: Attraction, similarity and liking, measurement issues- Sociometry.
- Week 4:** Group Communication: Process, formal and informal communication, verbal and non-verbal patterns of communication, social networks, rumors, and grapevine.
- Week 5:** Interactive Behavior: Conflict and resolution strategies, transactional analysis, JOHARI window.
- Week 6:** Group leadership: Leadership Styles-Autocratic, Democratic, and Laissez-faire leadership styles; Characteristics of various types of group leaders, Contingency models of leadership (Fiedler, Path - Goal, Leader Participation Model of Leadership), and Contemporary models of leadership (Leader-Member Exchange, Situational, and Transactional and Transformational Models of leadership).
- Week 7:** Organizational Justice, Ethics and Corporate Social Responsibility: Meaning and forms of organizational justice. Ethical behavior in organizations and difference between morals and ethics, the guiding principle of global ethics, factors promoting ethical and unethical behavior, Corporate Social Responsibility-meaning and its types, forms of socially responsible behavior, and the virtuous circle
- Week 8:** Positive Organizational Scholarship: Definition, the principle of POS, the scope of POS (Organizational Resilience, Meaning in work; Virtuousness, Engagement, Appreciative Inquiry, Mindfulness at work and well-being at work)