

5 questions

Business



5 Questions of 5 Questions Answer Tuckman's introduces five-stage for group development; these stages are forming, storming, norming, performing, and adjourning. Groups' progress through the stages in a consecutive fashion with expected behaviors related to each stage. Gersick's model proposes that the five-stage model may be unrealistic. Gersick suggests that groups do not inevitably progress linearly from first step to another in a prearranged sequence. Gersick analyzed the impact of deadline pressures on the development procedures of working teams. She proposed a "punctuated equilibrium" model for groups development in which a group's progress is marked by two phases of stability—Phase I and Phase II—emphasized by abrupt changes at the project center point that occurs halfway to the deadline.

Answer # 2

There are number of factors that can positively or negatively affect cohesiveness; a few of these are number of employees, duration of time for task achievement and duration of time the group spent together, organization, external pressures, location and reputation of the group, closeness of supervision, and internal competitive behavior. For example large groups (with size more than 25 to 30 employees) may reduce the development of cohesiveness. The longer the duration for group development, the larger the cohesiveness. Outside pressures (of close supervision) could speed up development of cohesion. The higher the reputation, the more potential cohesiveness will evolve.

Answer # 3

The distinguishing characteristic of well-functioning group includes:

(a) A clear intention and mission.

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(b) Well-understood standards and norms of conduct.

(c) A high degree of group cohesion.

(d) A flexible condition structure.

Expressing the purpose in terms of specific goal increases the productivity over and above any performance benefits achieved through individual goal setting. A behavioral norm for high productivity and performance set over organizational norms qualifies high performing work groups. For example business revenues can be influenced by many factors such as market position, advertisement and price. Through advertisement a businessman express his purpose of increasing revenues and mostly advertisement increases the productivity (Daft & Marcic, 2010).

Answer # 4

Group would be most useful for this decision. Advantages of decision of a group include (1) More information and knowledge through the sharing of group member resources, (2) Number of increased commitment and acceptance to the decision, (3) Better apprehension of the decision. The time for a group to make a decision might how ever be longer. Given the uncertain and unstructured nature of this conclusion, a group would be more efficient.

Answer # 5

Advantages in a group decision-making situation are complete information and knowledge is offered, better solution acceptance, and assurance to success are likely and decision quality would be greater. Disadvantages in decision making of group includes internal competitive pressures that may reduce member contribution, spending extra time on presenting solution of the problem, and a strong personality may dictate the group and discourage

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input. For example you must be aware of parliament of any country around the world. There consists of elected members in the parliament who are making decisions. Although each member have own choices and idea, but all the elected members have to be the member of the group. Individual member is not allowed to implement the law without consulting every group member specially created for this particular law. This is one of the generally practiced examples of decision-makings in groups.

References

Daft, R. L. & Marcic, D. (2010). Understanding Management. Cengage Learning.