

# Individuals for group dynamics in an organization

[Business](#)



Group Dynamics Introduction: Organizational Culture is the way of life of the actions of a leader or in a way by which organizational policy is implemented. People react to those activities or social control, and then others follow their reaction with the people who are reacting. The organizational culture is preserved by the feelings linked to the reactions and also how people handle those emotions. Thus group dynamics plays an important role in the organization. Group dynamics was developed by Mayo through his experiments conducted at the Hawthorne Company.

The Hawthorne experiments which were conducted in during 1930's by Mayo actually brought out the relationship on how groups and individuals reacted at work. Mayo actually proved that individuals go to work not only for money but something beyond that also. He argued that Taylor's modernization (Taylor 1911; 1947), was breaking the worker from their feeling of belongings and self worth at work and that new working practices were creating a form of anomie (Durkheim 1952). Mayo also accepted that workers would organize informally at work. Mayo also proved that managers did not always follow the rules and that there was much to be gained for them, for the company and for the individuals if workers were allowed some freedom to organize their working arrangements.

Conclusion:

Now it can be concluded that group dynamics should have the following characteristics for its success:

It is very important that employees are considered as part of a group as well as individuals for group dynamics to work in an organization.

When an employee is given status within a group it means more to him/her than pay and favorable working conditions.

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Most of the time informal groups have a strong effect on behavior.

Reference:

1. Schein, E. H. (1992), *Organizational Culture and Leadership*, Jossey-Bass, San Francisco, CA.
2. Hatch, M. J., " *Organization Theory: Modern, symbolic, and postmodern perspectives.*" 2nd Ed. Oxford University Press (2006) ISBN 0-19-926021-4.