

Group dynamics- sehar



**ASSIGN
BUSTER**

SUMMARY Sehar is an Indian Hindi language action crime drama film directed by Kabeer Kaushik. Based on real-life incidents and individuals, the film depicts organized crime in the late '90s in Uttar Pradesh and how the State Police worked to tackle it. It shows the turbulent journey of a newly appointed 31-year old SSP of Lucknow Ajay Kumar instrumental in bringing together a group of committed police officers under the aegis of Special Task Force (STF). At the tender age of 8, Ajay Kumar is traumatized with the death of his army officer dad, who kills himself with his service revolver as he was being accused of being a deserter, leaving a widowed Prabha to bring up Ajay on her own. She inspires and motivates him to do the right thing.

Ajay grows up, studies, and successfully becomes an IPS officer with the title of SSP. Due to his honesty; he gets transferred to various states in India. At this new posting in (Lucknow) Uttar Pradesh, he comes to terms with criminal don and ruthless killer Gajraj Singh. Ajay would like to set up a Special Task Force to deal with Gajraj; however, he does run into problems as Gajraj is politically well-connected.

Ajay tries to crack down on the UP mafia, but more often than not is betrayed by information-leaking local police officials. After murder of Mr. Hari Prasad Chaurasia, who is a close friend of the state Chief Minister's, and kidnap of son of H. P. Chaurasia by Gajraj, the way was paved for the formation of the STF, consisting of about 8 honest and dedicated men (consisting Saiyad, Solanki, Baidyanath, Mishra, Yadav, Makbul). The group was successful in its first operation and the child was rescued.

The force, bequeathed with a single agenda, succeeds in challenging the might of organized crime in Uttar Pradesh, and in the process, what unfolds is the ever-changing dynamics of Uttar Pradesh's Siyaasat: railway contracts, ISI involvement, politician-Mafia-police-builder nexus, pro-activism of criminal gangs, sophisticated yet rigid red tape and criminalization of University students. Gajraj continues to elude the STF, using more modern technology such as the use of cell phones. The STF takes help from a Physics professor Tiwari, who helps them track down cell-phone conversations, and thereby the location of the criminals. The STF then makes headway in combating crime across the state, but is still unable to get Gajraj. In the dirty world of politics, the Opposition leader of the state plays a trick and asks Gajraj to stand in election.

The motive was that Gajraj will keep supporting him and after being elected, no police officer of any rank, leave alone the STF, would dare to arrest or bring charges against Gajraj. The STF would turn into mere paper tigers then. But after the death of Baidyanath being orchestrated by Gajraj's men, STF started to counter the crime lords with increased vigour. They were emotionally charged at the death of their colleagues and took rapid strides in intelligence gathering of the crime doers. Frequent encounters took place in this period of time.

The final attempt to get Gajraj is the climax of the film. Formation of Group The group that comes to the foreplay in the movie is named Special Task Force (STF). This group was specially form to combat the growing the menace of organized crime in the Uttar Pradesh region. The futility and disloyalty of the state police and the bureaucracy in the government

provided the crime lords to have a complete free way in the state. Crime rate increased to drastic levels. The Lucknow Police, headed by SSP Ajay Kumar was a group of honest police officers ready to make a difference to the society.

Though, they had the motivation to implement law and order in the state, but it was rendered useless as the criminals were way too organized, their domain was across the length and breadth of the state which was not under the jurisdiction of Lucknow Police and they also had sufficient political backing. SSP Ajay Kumar, after an unsuccessful operation, envisaged the idea that a special task force needs to be formed for special operations. Their jurisdiction would be the whole of Uttar Pradesh, which would give them the authority to perform operations without involving the local police, who were suspected to have deals with the crime lords. This concept was put forward to higher authorities by, who expectedly turned it down due to their own self-vested interests. Anarchy continued in the state... It was a rude shock in the form of the killing of an eminent personality that the bureaucracy experienced which shook them out of their slumber.

They realized the magnanimous proportion that the crime environment of Uttar Pradesh had become. SSP Ajay Kumar was called in, and he could convince the authorities of the need to form the special task force. Thus, this led to the birth of the new task group, named Special Task Force (STF). STF comprised mostly of the loyal and competitive officers that were present in the Lucknow Police headed by SSP Ajay Kumar. This gave him the advantage that he had already gelled with his team mates, which is of prime

importance in a high-risk, high-performance group! The “ forming” stage was completed.

The group members started their activities resourcing intelligence and finding out ways to combat crime. Here lied the difference in the group with some people opting for traditional measures to fight crime, like going through proper channels, whereas some preferred the maverick way which was fast paced but highly risk oriented. The “ storming” stage was in process and here SSP Kumar duly played the role of the decision maker in the group. Cohesiveness: Initial failures bogged the STF, where many operations didn’t yield the expected results. They realized that the organized crime has started devising newer strategies like cellular technology in their activities and the STF wasn’t prepared yet to meet the challenge. This led to training of personnel with respect to technological advances though the officers weren’t much suited to acquire the knowledge.

Here, we see that the group had an open environment, where people could share their inabilities. A new group member, a professor in the field of cellular technology, was included in the team to acquire intelligence with the help of the latest gadgetry. Gradually, the team settled down and started tasting success in bringing the criminals to justice. The whole group had consented to devise the method of “ encounters” to strike fear in the heart of the criminals. This gradual cohesiveness indicates that the “ norming” stage of the group (STF).

Leadership & Emotional Intelligence: The leadership provided by SSP Ajay Kumar also needs special mention, as he took on the responsibility of

shielding the group from higher authorities in case of any mistakes. The group flourished and combated crime effectively with vigour and ruthlessness. The group was in the “ performing” stage now and many criminals were either put behind bars or terminated. There also came situations, where group members laid down their lives in the fight. This didn't hamper the working of the group and STF fought back with vengeance.

This indicates the high emotional intelligence of the members of the group. In the climax of the film, STF deals with the main threat of criminal activities, Gajraj. His whole gang was terminated but in the process STF's members also had to pay with their lives. The group completed its primal objective and reached the “ adjourning” stage.

Power and Influence in Organizations: In the movie, when ADG (Law & Order) Mr. Kapoor tries to explain the need and the significance of Special Task Force to the Principal Secretary, he demoralizes Mr. Kapoor by saying that this kind of force will not be successful in India because of several administrative and legal problems. Mr. Kapoor further tried to convince him by arguing that if a special provision can be made in the constitution to accommodate this kind of force. But with his pre-occupied mindset, the Principal Secretary replied in an imposing tone that you should use only those resources to maintain law and order in the state which the system has provided to you.

In another instance, the Principal Secretary tells the ADG to transfer the SSP, Mr. Ajay Kumar because some Political Party is demanding his transfer. This

excerpt from the movie clearly reflects the use of power and influence in organizations. An initiative taken for maintaining law and order is denied just because it is an experimental one and the government does not want to try something new. The bureaucrats just want to do routine work instead of co-operating the Police officers who are ready to face the criminals.

Police officers are also handicapped because the system is politically gripped and bureaucrats are simply not-interested. **Decision Making By Consensus:** After the formation of Special Task Force, one of the members of the force asks the SSP that whether we have to catch the kidnappers or encounter them? The SSP replies that this decision has to be taken by them only and their every decision will be his decision. This instance reflects that whatever decision his team members will take, the SSP will accept it and will lend full support to them. So, decision making is not authoritative.

It is by the consent of everybody. **Developing Collaboration: Functions of Collaboration** which are clearly shown in the movie are mentioned below:
Functions Instances from the Movie **Developing Collective Action** Every time the officers were ready to take the call and act with courage because they felt that their senior officer is with them in their commitment towards the goal of eradication of organized crime from Uttar Pradesh. **Developing Synergy** Everybody in the STF was given equal importance. Everybody was listened.

Each idea was welcomed. This led to the multiplication of talents and resources in the Special Task Force. **Generating Ideas and Alternatives** The members of the STF were not interested in the technical knowledge of the

mobile phones. So, they suggested the SSP to look out for some person who can provide them the knowledge which is relevant and specific to their requirement. Expanding Resources Police officers were not used to cell phones and its usage which was proving to be their most important limitation in tackling the organized crime in UP.

But they took the initiative and expanded their resources by outsourcing the required expertise. Conclusion The very reason we chose this movie was to understand the intra group behavior between different groups. How the group came together, why group was necessary and how they performed.

We wanted to analyze how groups performed under having high risk and high performance, how the dynamism and the group structure changes. We have done our analysis on the basis of: •How was the group formed and the main reason behind it : The five stage model •Group structure/process •How the team work paved their way to success What difficulties they faced •How well they made use of their strength and deal with the situations

•Collaboration and co-ordination •How communication plays an important role in group By analyzing this movie, we realized the importance of group task. We came into conclusion that the group (special task force) made by SSP was a success.

Although there was some conflict at the beginning but ultimately under the leadership of SSP Ajay they all gelled as a team. They were very determined about their goal of combating organized crime and they performed successfully showing good co-ordination.