

5DVPD – Part D

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Group Dynamics

HR Prospective and Elements of Group Dynamics

The term group dynamics is being used for the dealing of the behavioral patterns and attitudes of a group. It is mainly concerned about the ways in which the groups are formed whereas in addition to this the structure of the group as well as the processes being used for the formation of the group are concerned in this regard. In this manner, the group dynamics deal with the forces which are operating between the group and the interactions of the group mates. There are multiple elements and aspects related to the group which defined as the characteristics of the group such as the group should be of 2 or more than 2 people (Jarlstrom, Saru & Vanhala, 2018). The people should be formally and social connected and so the group should be structured that way. Further there should be common goals in the group. But all of these elements and aspects can be understood only when the group dynamics should be considered properly.

From an HR perspective it is claimed to be important in a way because the role of the HR manager or personnel is to deal with the people in the work place. Whereas in addition to this it is provided that when we have to deal with the groups it is also related to the people. In this manner, the group dynamics is important as HR personnel in a way that it help to understand the people as well as to understand the different aspects and factors related to them (Kamoche, 2019). By knowing this we can help the group mates as well as we can manage the group properly. When we are leading a group the responsibilities and role increases in terms of complexities. However, here I am using a model of group dynamics in order to explain the elements of group dynamics which include forming, storming, norming, performing and adjourning. By the help of these stages the group can be formed effectively which then benefit the organization in the long term.



Using this model it is provided that first we have to form the group in which purpose of the group is need to be determined i.e. define the strategy. Then the people are being evaluated and connected using the storming in which HR aspects are focused. Then the preparation is important whereas norming is being done in which scheduling is done for the group dealing. Finally the process and performance is focused; in this part the implementation is done of the plans and finally the feedback comes where the reporting is concerned (Boon et al., 2018). This model is proven to be helpful in clearly understanding the group dynamics and implement them in our own cases.

Conflict in Group Setting – Examples

It is very easy to have conflict when there are people of different perceptions. Such as if the group need to meet everyone is not free all the time; there will be conflict to decide the time and location of the meeting. To resolve this issue the group mates can share their locations and schedule of availability. As well as the ones having own transport or convince can facilitate the others in reaching the decided location. They can decide it mutually by adjusting their schedules slightly on justified basis.

In the same manner conflict also arise when the work division is under discussion that who will perform what tasks. In this manner, the group leader can divide the tasks in equal sections or steps. Then ask for the capabilities of each member along with their availability for the tasks (Amberg & McGaughey, 2019). Then decide who should be assigned on what part of the work. This not only help to assign the right person on the right task but also help in managing the group as this will not cause any issue. Whereas before declaring the final decisions the group leader can also ask the group mates for their suggestions and approvals.

Project Management

Project Management Skills

In addition to this I have also used the project management skills in order to deal with the group. The project on which I have worked with my team is to provide the guidance to the management about the techniques and approaches which can help the management to increase the motivation (Collings, Wood & Szamosi, 2018). Whereas for this as a group we have to conducted some surveys and interviews with the employees and identify their needs and respective motivating elements or factors for them.

For that first I have planned the whole effort and determine the scope of the project in which we braid storm to define the objectives and goals of the project. After the objective setting we define the deliverables which will be the outcomes after the project is completed. Then we worked on setting the timelines with identifying the required resources. Then scheduling is based on the availability of the resource i.e. employees and other material etc. finally we worked on the budget and risk management to identify the potential threats causing failure of the project (Li et al., 2018).

After all these procedures we conduct the interviews and survey and in the end monitor the performance and evaluate the success.

Problem Solving Skills

There are situations when things do not go as per the plan. When we implement the success evaluation and monitoring approaches so it help in identifying the deviation from the plan. This indicate that there is a problem (Paauwe & Boon, 2018). But to reach the core cause I use fish diagram in which root causes of the problem are identified by tracking the issue backward. Once the key cause is identified we as a group plan for the solutions using brain storming sessions as well as gather details from the experts.

Dealing with People in Project

During the project we have to deal with different types of people. We have to ask them to fill the forms for the survey and for the executives we need to arrange time for the personal interviews. The key for the influencing, negotiating and persuading the people is effective communication. We use effective communication skills in order to deal with the people. For that when we have to negotiate with the people we have to ask them to share their issues first then identify that what is interesting for them and what is not good to hear for them (Meyer & Xin, 2018). Then we can quote the points and elements which interest them in order to convince them. Further there are different ways of talking to people such as talking while walking or talking by properly arranging time for them. Both have different impacts. In this manner, we use the other one in which we specifically spare the time and pay attention to the discussion so to make them feel listened. Further we also understand the importance of the listening which most of the people do not understand. Usually people consider that communication is all about talking and sharing the views but they

forget that the most important thing which is listening so for effectiveness we pay attention on this concerned are (Glasgow, 2018).

Transfer of Skills and Knowledge

In the end of the discussion it is important to understand the importance of the learning of new skills and knowledge but at the same time sharing increases the worth. So we have to share what we have learned to the others who can need it so they can take benefit by our mistakes and experiences (Amarakoon, Weerawardena & Verreynne, 2018). This activity help in learning a lot of things and improving the skills and capabilities so in the end of the whole procedures we use the sharing option and prepare the report for the learning. This report then will be shared with the people so they can learn from the lesson that we have learned in this experience.

For that we determine all the details which we have to deal with then we have provided the issues that we have faced in order to deal with them. Further we also explained the situation in which we work and then we determine the ways in which we deal with all the challenges that we have. This help use to share the views and also provide the source of learning for them.

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