INTRODUCTION:

Group dynamics is a system of behaviors and psychological processes occurring within a social group (intratgroup dynamics), or between social groups (intergroup dynamics). The study of group dynamics can be useful in understanding decision making behavior, tracking the spread of diseases in society, creating effective therapy techniques, and following the emergence and popularity of new ideas and technologies.

Group dynamics are at the core of understanding racism, sexism, and other forms of social prejudice and discrimination. These applications of the field are studied in psychology, sociology, anthropology, political science, epidemiology, education, social work, business, and communication studies.

INTRAGROUP DYNAMICS

Intragroup dynamics (also referred to as ingroup-, within-group, or commonly just ‘group dynamics’) are the underlying processes that give rise to a set of norms, roles, relations, and common goals that characterize a particular social group.

Examples of groups include religious, political, military, environmental groups, sports teams, work groups and therapy groups. Amongst the members of a group, there is a state of interdependence, through which the behaviors, attitudes, opinions and experiences of each member are collectively influenced by the other group members.

GROUP FORMATION

Group formation starts with a psychological bond between individuals. The social cohesion approach suggests that group formation comes out of bonds of interpersonal attraction.

In contrast, the social identity approach suggests that a group starts when a collection of individuals perceive that they share some social category (‘nurses,’ ‘students,’ ‘hockey players’) and that interpersonal attraction only secondarily enhances the connection between individuals.

Additionally, from the social identity approach, group formation involves both identifying with some individuals and explicitly not identifying with others. So to say, a level of psychological distinctiveness is necessary for group formation. Through interaction, individuals begin to develop group norms, roles, and attitudes which define the group and are internalized.
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Group Development is a dynamic process of five stages through which groups pass through. The process includes the five stages: forming, storming, norming, performing and adjourning.

**Forming:**
The first stage in the life of a group is concerned with forming a group. This stage is characterized by members seeking either a work assignment (in a formal group) or other benefit, like status, affiliation, power, etc. (in an informal group). Members at this stage either engage in busy type of activity or show apathy.

**Storming:**
The next stage in this group is marked by the formation of dyads and triads. Members seek out familiar or similar individuals and begin a deeper sharing of self. Continued attention to the subgroup creates a differentiation in the group and tensions across the dyads / triads may appear. Pairing is a common phenomenon. There will be conflict about controlling the group.

**Norming:**
The third stage of group development is marked by a more serious concern about task performance. The dyads/triads begin to open up and seek out other members in the group. Efforts are made to establish various norms for task performance.

Members begin to take greater responsibility for their own group and relationship while the authority figure becomes relaxed. Once this stage is complete, a clear picture will emerge about hierarchy of leadership. The norming stage is over with the solidification of the group structure and a sense of group identity and camaraderie.

**Performing:**
This is a stage of a fully functional group where members see themselves as a group and get involved in the task. Each person makes a contribution and the authority figure is also seen as a part of the group. Group norms are followed and collective pressure is exerted to ensure the Process of Group effectiveness of the group.

The group may redefine its goals Development in the light of information from the outside environment and show an autonomous will to pursue those goals. The long-term viability of the group is established and nurtured.

**Adjourning:** In the case of temporary groups, like project team, task force, or any other such group, which have a limited task at hand, also have a fifth stage, This is known as adjourning. The group decides to disband. Some members may feel happy over the performance, and some may be unhappy over the stoppage of meeting with group members. Adjourning may also be referred to as mourning, i.e. mourning the adjournment of the group.

The readers must note that the four stages of group development mentioned above for permanent groups are merely suggestive. In reality, several stages may go on simultaneously.

**REFERENCE:**