

Group Cohesiveness

Organizational Behaviour

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Meaning:

- Group cohesiveness refers to the degree to which group members form a strong collective unit reflecting a feeling of " oneness".
- It refers to the extent to which members of a group are united and knit together.
- Group cohesiveness denotes the Attraction group members feel for one another in terms of the desire to remain a member of the group and to resist leaving it.

Factors affecting cohesiveness :

- Proximity of the group
- Size of the group
- Common elements
- Satisfaction of members needs
- Status of the group

Contd...

- Interdependence among members
- External pressures or threats
- Autonomy
- Leadership style

Relationship Between Group Cohesiveness, Performance Norms, and Productivity

		Cohesiveness	
		High	Low
Performance norms	High	High productivity	Moderate productivity
	Low	Low productivity	Moderate to low productivity