

STUDY GUIDE

Chapter 9: Foundations of Group Behavior

Defining and classifying groups

- A group is defined as two or more individuals interacting and interdependent, who have come together to achieve certain objectives.

The most important thing in a group is the individual (you)

- Groups can be either formal or informal
 - Formal Groups: those defined by the organizations structure. (Doing the work, the company does)
 - Informal Groups: alliances that are neither formally structured nor organizationally determined.

Ingroup vs. Outgroup

- Ingroup favoritism, occurs when we see members of our group as better than other people, and people not in our group as all the same
- Outgroup favoritism, is sometimes everyone else but is usually an identified group known by the ingroup's members. (By necessity)

*Ingroups and outgroups pave the way for social identity threat.

Social identity Threat, which is akin to stereotype threat. Individuals believe they will be personally negatively evaluated due to their association with a devalued group, and they may lose confidence and performance effectiveness

Social Identity Theory

- Proposes that people have emotional reactions to the failure or success of their group because their self-esteem gets tied into the performance of the group.

Five stages of group development

1. Forming: coming together
2. Storming: turbulent, stormy stage
3. Norming: finding out how things normally should go
4. Performing: doing task that are supposed to be done
5. Adjourning: finishing tasks, ending groups

The properties of groups

- Role: a set of expected behavior patterns attributed to someone occupying a given position in a social unit
 - Role perception: our view of how we're supposed to act in each situation
 - Role conflict: when compliance with one role requirement may make it difficult to comply with another.
- Norm: acceptable standard of behavior shared by members that express what they ought and ought not to do under certain circumstances.
Asch's Study
- Status: a socially defined position or rank given to groups or group members by others; permeates every society.
 - Status Inequity: it is important for group members to believe the status hierarchy is equitable. Perceived inequity creates disequilibrium, which inspires various types of corrective behaviors.

Individual And Group Behavior Study Guide

SJ Ball



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