Public Perception on Group Behaviour in an Organisation

N.C. Vinoditha, Sreeya B

Abstract— Group is an arrangement of individuals who have similar interests or aims , who organise themselves to work or act together .Behaviour is the manner in which an animal or an individual behaves in response to a particular circumstances or stimulus. . Group behaviour tends to follow the norms of the organisations and rules which are that the employees are expected to be disciplined, follow the orders and work towards the requirements and necessities of the organisation rather than their own whims and fancies. Group behaviour is emanated by the cause that is contributed by group effectiveness. Many researches were conducted and it is held that people moving in groups are more effective and learn more than in individual. For this research, an empirical study was carried out. The data was collected from 1850 respondents. Several statistical tools were used for the research such as chi-square, independent sample t test and ANOVA. The dependent variables are Comfortableness to work, Helping the teammates and aspects of group behaviour. The independent variables are age, gender and educational qualifications. The result of the study were that there is significant difference between Comfortableness to work and gender , there is significant association between Helping the teammates and age and there is significant difference in the mean scores level of agreeability towards the aspect of group behaviour such as communication , task management ,tolerance, work allotment and involvement among the educational Qualification groups.

Keywords: Behaviour, notion, individuals, group effectiveness, collection

I. INTRODUCTION

A well governed organisation needs adequate talents to achieve the targets . In the present day businesses environment, most organisation emphasise on the notion of groups. Group is a collection of people or things which are together at one location or at a particular time. It is also defined as an arrangement of individuals who have similar interests or aims , who organise themselves to work or act together. Behaviour is the manner in which an animal or an individual behaves in response to a particular circumstances or stimulus. It is the conduct of a person towards oneself and others.The working group is essentially the primary source of

an identity for employees, the group's nature can have an effect in their performance at work and their relationship outside the organisations.

Individuals form groups, live in groups,move in groups, work in groups. Groups are very essential and a very important element in every individual's life. Groups have an influence in both work and work behaviour. Groups can't be ignored from any individual's life. They have a special role in an organisation. They can't be separated from any organisation. Groups form the foundation for Human Resources. There is a great importance for the study of human behaviour. There is a significant difference between individual and group behaviour. The recognition of the importance of group behaviour was from time to time .

Productivity is highly affected by group behaviour. The famous Hawthorne experiments were conducted by Elton Mayo and his associates way back in the year 1920 and concluded that productivity is highly influenced by group behaviour.

Group behaviour is emanated by the cause that is contributed by group effectiveness. Many researches were conducted and it is held that people moving in groups are more effective and learn more than in individual .

The building blocks of organisation and social life are groups and communication. There are several advantages of for individuals in a group which include psychological rewarding and potentially demanding such as task performance with efficiency .

Kewin in 1951 defined behaviour as a function of interaction between the environmental factors and person. His theory stated that there are variables affecting the individual's group behaviour such as personality, perception, values, abilities for innate factors, family , peer group pressures, personal life experiences , etc. The aim of the study is to know about group behaviour in organisations.

II. OBJECTIVES OF STUDY

● To find out the impact of group behaviour.
● To examine the difference between comfortableness to work and gender.
● To analyse the association between helping the teammates and age of the respondents .
● To interpret the difference in the mean score of level of agreeability towards the aspect of group behaviour among the educational Qualification groups.

III. LITERATURE REVIEW

Rachel Bellamy, Gualtiero Colombo, Soheil Eshghi, Geeth De Mel, Cheryl Giammanco, Rhodri Morris, David G. Rande, Liam D. Turner, Roger M. Whitaker, Grace-Rose Williams (April 2018) The authors aim of study is to propose a framework how social psychology can be implanted in examination of inter group behaviour. The author examined how different social - psychological theories can be implanted in evolutionary models and find out ways in which visualisation can help the objective assessment of emergent group behaviour. The research findings concluded that the research also remark on the importance of more developments visualisation and interpretation of models of this nature. *Ze Li, Duoyong Sun ,Bo Li, Zhanfeng Li, and Aobo Li* The researcher aim of study is to propose a comprehensive framework that relates social network analysis, wavelets transformation and the pattern recognising approach to find out the dynamics and eventually predict the attacking behaviour of terrorist group. The Al-Qaeda data are used as a source of information for proposed framework to portray the strength. The research findings show that the said framework is exactly accurate and is of experimental value in predicting the behaviour of terrorist groups. *Francesco Zanlungo , Zeynep Yücel,Dražen Brščić, Takayuki Kanda, Norihiro Hagita (November 2017)* The author conducted this study to find out the group behaviour of pedestrians when it comes in crossing the roads. The study also used the intrinsic properties like their personal relations, gender , age and body size. The results of the study stated that elderly people walk slowly while active aged people walk with a higher speed . Density of population plays a main role in the behaviour of people among the groups. *Francesco Zanlungo, Zeynep Yüčel and Takayuki Kanda (2016 October)* The researcher in this paper has proposed a mathematical model for the dynamics of a group of interactive pedestrians. The researcher studied both in an empirical and a theoretical standpoint , the effect of crowd density on group behaviour. The research went through pedestrian data collected in a specific environment. The research findings concluded that there is a significant relationship between group configuration, velocity and its effect on inter-pedestrian relation, purpose and gender. *Linan Feng ; Bir Bhanu (March 2015)* The researcher aim is to study on the dynamic property of social groups among various people over time which provides significant insight into various human behaviour and events. The source of Data for research was based on videos of pedestrian scenes where manually labelled ground truth was given . The findings of the research states that there is a consistent approach to human dynamic social groups of the crowd. *Mehmet Saim Ascı, Murat Cemberci, Mustafa Emre Civelek, Deniz Gunel (2015)* The author's objective of the study is to group concept in the organisations and the influence of group behaviour within the organisations . The author states that human is a social being and every human being survives as a part of a group which are created either formally and informally within the organisations. The results state that there arises a need to shape the organisations.*Tiziana Temerario (August 2014)* The researcher conducted the study to find out how groups take various decisions in different strategic environment. The author's research paper

provides an overview about groups preferences over risk. The researcher compares and examines different experimental designs and results on agreement in risky choices of people in group in comparison with individuals. *Noorhazlinda Abd Rahman, Eiji Harada, Hitoshi Gotoh -(2014)* The author's main objective of the paper is to study model group behaviour in crowd behaviour simulation and to find out its impact on tsunami evacuation process. The source was observations made and video footage of a public areas has been conducted as a basis of development of group behaviour model. The results of the study portrays that the effects of group behaviour model shows a context of evacuation completion time by comparison with the CBS-DE without group behavior model.**Alex Thornton, Tim Clutton-Brock (February 2011)** The author's aim of study is to review the behaviour of non primate mammals with special focus on the work at long term meerkat study site. The author collected information from longitudinal data and field experiments. The results of the study concluded that traditions only persist where people are deviating at a high cost from the group where the skill is required. *Aura CODREANU (2010)* The researchers main aim of the study is actually portray how to implement changes in contemporary life and make it work. It also aims to identify and list out a set of principles that plays the role of 10 commandments in any organisational change process and a theoretical approach to this. The research results suggests that by transforming people's attitudes and behaviour is more required.

IV. METHODOLOGY

Descriptive research is the type of research used for this study. Convenient sampling method is used as a sampling method. The sample size is 1850 . The independent variables are Gender, Educational Qualification, and Age. The dependent variables are Comfortableness to work, Helping the teammates and Aspects of group behaviour. The statistical tools are Independent sample t test, Chi-square and ANOVA.

V. ANALYSIS AND DISCUSSION & RESULTS

Null hypothesis: There is no significant difference between comfortableness to work and gender.

Alternate hypothesis: There is significant difference between comfortableness to work and gender.

Table 1: Comfortableness to work and gender

Gender	N	Mean	Std. Deviation	Std. Error Mean
Male	816	1.54	.499	.017
Female	1034	1.37	.483	.015

Source: primary data

Table 2 : Independent sample T test: Comfortableness to work and gender

Value	df	Sig.
7.292	47.396	.000

Source: primary data

Using Independent sample t test, it was found that p value is lesser than 0.05, which shows that null hypothesis is rejected. Therefore, there is significant difference between Comfortableness to work and gender.

Null hypothesis: There is no significant association between helping the teammates and age of the respondents.

Alternate hypothesis: There is significant association between helping the teammates and age of the respondents.

Table 3: Cross tabulation- Helping the teammates and Age

Age	Helping the teammates		Total
	Yes	No	
Less than 30 years	271	180	451
31-40 years	328	682	1010
41-50 years	145	128	273
Above 50 years	14	102	116
Total	758	1092	1850

Source: primary data

Table 4: Chi square test: Helping the teammates and age

	value	df	p-value
Pearson chi square	155.006	3	.000

Source: primary data

Using Chi square test, it was found that p value is lesser than 0.05, which shows that null hypothesis is rejected. Therefore, there is significant association between Helping the teammates and age. It shows that age does not create impact in Helping the teammates.

Null hypothesis: There is no significant difference in the mean score of level of agreeability towards the aspect of group behaviour among the educational Qualification groups.

Alternate hypothesis: There is significant difference in the mean score of level of agreeability towards the aspect of group behaviour among the educational Qualification groups.

Table 5: ANOVA - Aspects of group behaviour *and Educational Qualification*

		Sum of Squares	df	Mean Square	F	Sig.
	Between Groups	283.164	4	70.791	50.229	0
	Within Groups	2600.274	1845	1.409		
Communication	Total	2883.438	1849			
	Between Groups	83.104	4	20.776	27.042	0
	Within Groups	1417.49	1845	0.768		
Task management	Total	1500.595	1849			
	Between Groups	36.072	4	9.018	11.166	0
	Within Groups	1490.05	1845	0.808		
Tolerance	Total	1526.122	1849			
	Between Groups	85.869	4	21.467	29.903	0
	Within Groups	1324.54	1845	0.718		
Work allotment	Total	1410.409	1849			
Involvement	Between Groups	324.572	4	81.143	67.27	0
	Within Groups	2225.505	1845	1.206		
	Total	2550.078	1849			

Source: primary data

Using ANOVA it was analysed whether the level of agreeability towards the aspects of group behaviour and educational qualification of the respondents. Since the p value is lesser than 0.05, it was found that there is significant difference in the mean scores level of agreeability towards the aspect of group behaviour such as communication, task management, tolerance, work allotment and involvement among the educational Qualification groups.

VI. CONCLUSION

A well governed organisation needs adequate talents to achieve the targets . In the present day businesses environment, most organisation emphasise on the notion of groups . Group is a collection of people or things which are together at one location or at a particular time. Behaviour is defined as the way in which a person behaves in response to a particular situation or stimulus .Group behaviour is the observable or noticeable attitude , feeling and thought of a collection of people . Group behaviour is also stated as a course of action a group which takes as a family. For this research , an empirical study was carried out. The data was collected from 1850 respondents. Several sttaiscal tools were used for the research such as chi-square , independent sample t test and ANOVA. The result of the study were that there is significant difference between Comfortableness to work and gender , there is significant association between Helping the teammates and age and there is significant difference in the mean scores level of agreeability towards the aspect of group behaviour such as communication , task management ,tolerance, work allotment and involvement among the educational Qualification groups.

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