**Member Behaviour**

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Assignment Due Date

**Member Behaviour**

"Member behaviour" typically refers to the actions, interactions, and conduct of individuals within a specific group or organization. The term is often used in the context of clubs, societies, teams, communities, or any other group where individuals come together for a common purpose. Member behaviour can encompass a wide range of activities and attitudes, including how individuals communicate with one another, their level of participation in group activities, their adherence to group norms and rules, and their overall contributions to the group's goals and objectives. Understanding member behaviour is crucial for leaders and organizers of groups, as it can impact the overall dynamics, cohesion, and effectiveness of the group. Positive member behaviour, such as cooperation, communication, and a commitment to the group's mission, can contribute to a healthy and thriving community. On the other hand, negative member behaviour, such as conflict, non-cooperation, or violation of group norms, can hinder the group's progress and harmony (Burke. 2022).

In various contexts, strategies may be employed to encourage positive member behaviour, such as fostering a supportive environment, providing clear communication, establishing and reinforcing group norms, and addressing conflicts in a constructive manner. Overall, member behaviour plays a significant role in shaping the culture and success of any group or organization. Member behaviour is therefore, the ability of someone who belongs to a certain group to conduct himself in a way that conforms to the rules and regulations in line with the goals of that specific group. Member behaviour mainly involves interaction, action and the general conduct of someone in that specific group, community or organization. Member behaviour can be fully understood by analysing it through the following contexts and also the features of a good member behaviour:

**Organization**- An organization is a group of people cooperating to achieve the same goal. An organization being a workplace for team workers, member behaviour is very crucial because if one member fails the whole process will fail and therefore, it is prudent for these employees to conduct themselves by adhering to the rules of the company, observing the code of conduct, cooperating with their fellow work mates, ethics and most importantly performing professionally with an aim of achieving a common goal (Buchanan & Huczynski 2019).

**Social groups/community**- Member behaviour in this context mainly entails the manner in which the employees interact among themselves and as seen in an organization, cooperation among the workers is key. Engagements among the employees should be in line with the guidelines of such a group or community. The social setting and norms should be observed (Buchanan & Huczynski. 2019).

Having discussed the above contexts in trying to illustrate member behaviour, it is also amazing to note that member behaviour can be quite different if compared from one group or from one organization/ enterprise to the other, and is mostly influenced by some internal and external factors. Such factors have been discussed below:

**Conforming to the rules and policies of the group**- This mostly dwells in the compliance with the regulations and norms of that specific group. A worker should conduct himself in a manner that does not conflict with the norms of the group and when a member misbehaves or does not respect the group’s guidelines, the member will face some consequences.

**Motivation-** Every human being cherishes positive motivation/ reinforcement in their daily work. Workers are able to perform their tasks enthusiastically if well motivated and they will participate actively. Motivation is not only about rewards or gifts but even by coming up with new ways of performing some tasks.

**Ethical conduct-** This is about moral upright in the work place. It therefore entails the good mannerisms while undertaking the daily work, integrity and conforming to the standards and regulations of the company.

**Cooperation-** Cooperation is the act of assisting each other. Members of a specific group or organization are expected to support one another with a bid to achieving the group goals. Workers should be willing to undertake their daily routine as a team so as to achieve nothing but the best in their output.

**Feedback and Learning-** Any worker who does not like being corrected will never learn. It is therefore prudent for employees to accept being corrected after messing up so that they can learn and be more productive.

**Conflict resolution-** This is a more crucial feature to deal with when it comes to member behaviour because disagreements in an association, group or organization are common and workers should be acquainted with the various ways of resolving conflict and to speak up concerning their disagreements and to be able to resolve them.

Understanding and managing these features of member behaviour is essential for creating a conducive and productive group or organizational environment. Cooperation, motivation, and a supportive culture can contribute to shaping and influencing member behaviour in a positive and desirable way (Skinner. 2022).

**References**

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Burke, W. W. (2022). Organization development. In *Oxford Research Encyclopedia of Psychology*.