**TITLE: Member Behaviour: Understanding its Significance in Group Dynamics**

FIELD: GOVERNMENT

June 27,2023

## Member Behaviour: Understanding its Significance in Group Dynamics

## Abstract

Member behaviour is important in shaping *group dynamics* and obtaining effective outcomes in a variety of circumstances. The notion of *member behaviour* is examined in this article, including its definition, types, and impact on *group interactions* and *performance*. We get insights into the factors that contribute to both positive and bad *member behaviours* by analyzing relevant research and theories. Understanding group member behaviour is critical for both leaders and members in order to build a productive and harmonious group environment. Groups can improve their effectiveness and achieve their goals by including tactics that encourage *positive behaviours* and address undesirable behaviours.

Keywords: member behavior, group dynamics, positive behavior, negative behavior, group interactions, performance.

## Introduction

The acts, attitudes, and interactions of individuals within a group environment are referred to as *member behaviour*. It has a substantial impact on the group's overall functioning and success. Understanding *member behaviour* is critical for both leaders and group members in order to promote a pleasant group atmosphere and accomplish desired results. This article delves into the concept of *member behaviour*, its various forms, and its impact on *group dynamics*.

## Member Behaviour Types:

### Positive Member Behaviour

Positive member behaviour includes activities that help the group achieve its goals, maintain unity, and cohere. Active involvement, cooperation, effective communication, idea sharing, and helpful interactions are examples of such behaviours. Positive group member behaviour promotes trust, teamwork, and positive interpersonal interactions *(Johnson & Johnson, 2013).*

### Negative Member Behaviour

Negative member behaviour is defined as activities that disrupt group functioning, impede progress, and cause disagreements. Aggression, noncompliance, dominance, withholding information, and disruptive communication are examples of undesirable behaviours. *Negative member behaviour* can reduce group cohesion, trust, and decision-making processes (*Sonnentag, Volmer, & Spychala, 2008).*

### Influence of Member Behaviour on Group Dynamics

The behaviour of members has a considerable impact on *group dynamics* and outcomes. Positive group cohesion, trust, and satisfaction are enhanced by positive member behaviour. It encourages effective communication, information exchange, and problem-solving collaboration. Positive employee behaviour boosts motivation, inventiveness, and overall performance *(Homan et al., 2008).*

Negative member behaviour, on the other hand, undermines group dynamics and lowers overall performance. It fosters conflict, undermines trust, and impedes effective communication

and collaboration. *Negative member behaviour* can reduce morale, reduce commitment, and possibly lead to group breakup *(Dirks & Skarlicki, 2009).*

## Factors Influencing Member Behaviour

Several factors influence *member behavior* within a group setting. These include individual characteristics, group norms, situational factors, and leadership styles. Individual characteristics, such as personality traits, values, and attitudes, influence how members behave in a group. Group norms and expectations also shape member behavior, as individuals tend to conform to group standards. Situational factors, such as time pressure or task complexity, may influence how members behave. Moreover, leadership styles and behaviors significantly impact member behavior, as leaders shape the group climate and set expectations (*Kozlowski & Ilgen, 2006).*

## Strategies to Promote Positive Member Behaviour

In order to achieve positive member behaviour both leaders and group members ought to apply the following (a) establish clear goals and expectations for the group,(b)foster an inclusive and supportive group climate,(c)encourage open and respectiful communication,and (d)address conflicts promptly and constructive.

## Conclusion

Member behaviour has a substantial impact on *group dynamics* and outcomes. Positive member behaviour improves group cohesion, trust, and performance, whereas bad *member behaviour* degrades group functioning and performance. Understanding the elements that influence member behaviour and putting methods in place to promote positive behaviour are critical for developing productive and harmonious group environments. Groups can maximise

their potential and produce successful outcomes by nurturing positive member behaviours and effectively addressing bad behaviours.

## References

## 

*Dirks, K. T., & Skarlicki, D. P. (2009). Theories and research on trust in organizations. In J. Greenberg & M. S. Edwards (Eds.), The Handbook of Organizational Justice (pp. 218-245). Routledge.*

*Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., & Ilgen, D. R. (2008). Leadership emergence in autonomous work teams: Antecedents and outcomes. Personnel Psychology, 61(2), 313-340.*

*Johnson, D. W., & Johnson, R. T. (2013). Joining together: Group theory and group skills (12th ed.). Pearson.*

*Kozlowski, S. W. J., & Ilgen, D. R. (2006). Enhancing the effectiveness of work groups and teams. Psychological Science in the Public Interest, 7(3), 77-124.*

*Sonnentag, S., Volmer, J., & Spychala, A. (2008). Job performance. In J. Barling & C. L. Cooper (Eds.), The SAGE Handbook of Organizational Behavior: Volume 1: Micro Approaches (pp. 327-342). Sage Publications.*