

Group Dynamics Effectiveness of Women's Groups in Raipur District of Chhattisgarh

Payal Dewangan^{1*}, S.S. Vinayagam² and K.K. Shrivastava³

ABSTRACT

Women in formal groups show certain characteristics such as fellow feeling, co-operation, cordiality, sympathy, understanding, leadership, etc. among themselves. To utilize these potential quality attempts have been made for facilitating women's overall status by organizing them into a formal group. The groups function to provide a platform for each member of the group to identify and use opportunities for their growth and empower WGs/SHGs to collaborate with other institutions. Group dynamics is a phenomenon involving the group functions, its need, and the interaction among the members of the group. The research was performed in Raipur district of Chhattisgarh. Three villages were chosen from 2 selected blocks, and five women groups were selected from each village. A hundred and twenty respondents from thirty women groups were interviewed. Majority of respondents were found in medium category of group dynamics effectiveness dimensions such as participation, membership, influence, and style of influence, decision making procedure, task functions, maintenance functions, group atmosphere, interpersonal trust, norms, feelings and achievements in women's group and most of them had empathy at lower category. Sixty five percent of the women's group had medium overall Group Dynamics Effectiveness (GDE) category.

Keywords: Group dynamics effectiveness, Women's group

INTRODUCTION

A group is a collection of two or more people who communicate with each other on a reasonably continuous basis, recognize themselves as belonging to a special unit and share certain common operations and values. Self-Help Groups (SHGs) can be defined as a small and economically homogeneous group of rural poor people who are willingly created to save and mutually contribute to a common fund to be lent to its members. Self-help groups are seen as means for a range of objectives, including empowering women, creating management skills, and providing micro-finance services to disadvantaged communities that were otherwise hard to achieve directly through banks or other institutions.

Women's organizations assist the members to overcome exploitation, build trust for the rural poor's financial self-reliance, especially among women who are mostly invisible in the social structure. These organizations allow individuals to come together for a common goal and acquire power from each other while dealing with their daily challenge and long-term problems. Formation of the group enables them to work in synchrony and gain the advantages of dynamics that follow in a group. In this respect, group dynamics relate to systemic and interactive behaviours occurring within a social group. It is an influential interpersonal process as the inclination to participate in associations with others is the most significant feature of human humans. Group behaviours, and groups, in particular, leave an overbearing imprint on

¹PG Student, ³Professor and Head, Department of Agricultural Extension, Indira Gandhi Krishi Vishwavidyalaya, Raipur, Chhattisgarh

²Principal Scientist, ICAR-NAARM, Hyderabad, Telangana

*Corresponding author email id: payaldewangan3@gmail.com

society. Group dynamics are also at the soul of understanding many social functions and divisions. Group is regulated through group dynamics.

METHODOLOGY

The study was conducted in the Raipur district of Chhattisgarh state. Two blocks were selected from Raipur district based on the highest and lowest number of SHGs under them). The two blocks selected were, Arang and Dharsiwa. From both the blocks selected, three villages were chosen at random from each, making a total of six villages (2 blocks x 3 villages). These were Baktara, Godhi, and Gujra (from Arang block); and Tekari, Mandhar, Dande-Kurd (from Dharsiwa block). Five groups from each village were selected randomly, thus making a total of 30 groups from all six villages. From each selected women's groups, 4 respondents were selected. Thus, from each block, the total number of respondents were 60 (15*4). Making the total number of respondents from both the blocks as 120 (60*2).

Lewin (1936) introduced the word group dynamics to describe the interaction of forces between group members in a social condition. It is the organizations inner nature as to how they are formed, what their structures and systems are, how they work and influence individual members, other groups, and the organization. Vipin Kumar (1998) recognized participation, membership, influence and style of influence, decision-making procedures, task functions, maintenance functions, group atmosphere, interpersonal trust, norms, feelings, empathy and achievements in women's groups as the dimensions for analysing group dynamics and developed a scale to measure the effectiveness of group dynamics.

The group dynamics consists of 12 sub-dimensions. viz, Participation, membership, influence and style of influence, decision-making procedures, task functions, maintenance functions, group atmosphere, interpersonal trust, norms, feelings, empathy and achievements in WG. The total score of all the sub-dimensions indicates the effectiveness of group dynamics score of an individual. Considering the mean and standard deviation of different dimensions of the effectiveness of group dynamics, the women in a different category of WGs were grouped into low, medium and high categories as follows:

S.No.	Overall category of GDE Criteria
1.	Low < (Mean - SD)
2.	Medium (Mean \pm SD)
3.	High > (Mean + SD)

RESULT AND DISCUSSION

Level of Different Dimensions of Group Dynamics of Women in WGs

For effective functioning of the groups, there are various dimensions played an important role. In this study, 12 dimensions were selected such as participation, membership, influence, and style of influence, decision-making procedures, task functions, maintenance functions, group atmosphere, interpersonal trust, norms, feelings, empathy and achievements in SHG and the data in this regard are presented in Table 1.

The findings of the Table 1 revealed that except empathy, the majority respondents were found in medium category of group dynamics effectiveness dimensions viz. participation (45.8%), membership (60.8%), influence (60%), and style of influence (60.8%), decision-making procedures (55%), task functions (73.3%), maintenance functions (65%), group atmosphere (59.2%), interpersonal trust (62.5%), norms (60%), empathy (59.20%), feelings (46.7%), and achievements in SHG (50.8%). This result indicated that the number of attempts made by program representatives from government institutions, banks, and NGOs to guide and motivate individuals to participate and execute well in all activities. Besides, frequent contacts and visits of the professionals involved maintained the involvement and enthusiasm among the individuals.

Another interesting information provided in the table for dimension empathy. Nearly all the respondents were in a low category and high category having 70 and 30 per cent respectively. This also concluded that the majority of the respondents were found in the lower category. This points out for necessary improvement in empathetic attitude towards each other among the members of women's groups for meticulous execution and maintenance of performance and task functions. A

Table 1: Distribution of women respondents based on their level of different dimensions of group dynamics in Women's Groups

S.No.	Dimensions of Group Dynamics and Category	Frequency (n=120)	Percentage
1.	Participation (Mean = 25.02; SD = 1.89)		
	Low <23.13	30	25.00
	Medium 23.13-26.91	55	45.80
	High >26.91	35	29.20
2.	Membership (Mean = 19.21; SD = 1.40)		
	Low <17.81	20	16.70
	Medium 17.81-20.61	73	60.80
	High >20.61	27	22.50
3(a)	Influence (Mean = 21.32; SD = 1.01)		
	Low <20.31	31	25.80
	Medium 20.31-22.33	72	60.00
	High >22.33	17	14.20
3(b)	Style of influence (Mean = 47.83; SD = 3.24)		
	Low <44.59	22	18.40
	Medium 44.59-51.07	73	60.80
	High >51.07	25	20.80
4.	Decision making procedure (Mean = 25.51; SD = 1.25)		
	Low <24.26	23	19.20
	Medium 24.26-26.76	66	55.00
	High >26.76	31	25.80
5	Task Function (Mean = 12.74; SD = 2.27)		
	Low <10.47	24	20.00
	Medium 10.47-15.01	88	73.30
	High >15.01	8	6.70
6	Maintenance Function (Mean = 22; SD = 1.72)		
	Low <20.63	21	17.50
	Medium 20.63-23.37	78	65.00
	High >23.37	21	17.50
7	Group atmosphere (Mean = 25.79; SD = 2)		
	Low <23.79	19	15.80
	Medium 23.79-27.79	71	59.20
	High >27.79	30	25.00
8	Interpersonal trust (Mean = 17.41; SD = 1)		
	Low <16.41	25	20.80
	Medium 16.41-18.41	75	62.60
	High >18.41	20	16.60
9	Norms (Mean = 21.28; SD = 1.39)		
	Low <19.89	19	15.80
	Medium 19.89-22.67	72	60.00
	High >22.67	29	24.20
10	Feeling (Mean = 15.63; SD = 1.44)		
	Low <14.49	24	20.00
	Medium 14.49-16.77	56	46.70
	High >16.77	40	33.30
11	Empathy (Mean = 4.3; SD = 0.46)		
	Low <3.84	13	10.80
	Medium 3.84-4.76	71	59.20
	High >4.76	36	30.00
12	Achievements of WG (Mean = 55.51; SD = 2.40)		
	Low <53.10	31	25.80
	Medium 53.10-57.91	61	50.80
	High >57.91	28	23.40

genuine need for the personal consideration of the activities to encourage the empathic nature of members must for efficient group dynamics and sustainable performance of the groups.

Overall Group Dynamics Effectiveness (GDE) of Women's Groups

Continuous attempts by government and NGOs, the progress in women was noted and with the creation of organizations, they began to go for education and even for the marginal industry. The participants were categorized into three groups of their general GDE rate based on mean and standard deviation. The data of which are presented in Table 2.

Table 2: Distribution of Women Respondents Based on their Level of Overall Group Dynamics Effectiveness in Women's Groups

Overall Group Dynamics Effectiveness Category	Frequency (n=120)	Percent
Low	18	15.00
Medium	78	65.00
High	24	20.00

Mean= 313.55; SD= 13.23

Data presented in Table 2 revealed that maximum number (65%) of the respondents were in the medium category for GDE, whereas 20 per cent were found in high category followed by 15 per cent of the respondents were in the low category of GDE. The viable indications may be that all the operations conducted by the women's groups must be achieved with the maximum participation of all members. Dynamics function a very significant role in achieving appropriate group participation and execution. Thus most women's groups had medium to high GDE category. Only a few of the groups that were discontent with marketing and financial assistance had low on GDE category. These findings are in route with those reported by Baron and Byrne (1995); Dighe (1996); Stoner *et al.* (1996); Ray (1996); Vipinkumar (1998); Purnima (2005) and Bhatt (2009).

CONCLUSION

Majority of women members were having a medium category of all group dynamics effectiveness dimensions

viz. participation, membership, influence, and style of influence, decision making procedure, task functions, maintenance functions, group atmosphere, interpersonal trust, norms, feelings, empathy and achievements in women's group. Majority of women's groups were distributed in the medium category of overall Group Dynamics Effectiveness (GDE). This indicates the increase in group dynamics effectiveness due to more engagement of the members of the group with other members, there by increased rate of exchange of information and potential learning abilities which leads to economic growth and success of the group in activities. In conclusion, the results advocates that enhancing the group dynamics among the members of rural women groups will lead in an increase of their work abilities, which will further result in enhancement of the efficiency of the group as a whole.

Paper received on : July 17, 2019

Accepted on : July 27, 2019

REFERENCES

- Baron, R.A. and Byrne, D. (1995). *Social Psychology* (7th Edition) Prentice Hall, New York, pp. 23-71.
- Bhatt Manoj Kumar, R. (2009). *Group Dynamics in Tribal Women Self Help groups of Vandsa Taluka in Gujarat*, M.Sc. Thesis, Anand Agricultural University, Anand.
- Dighe (1996). *Women literacy and empowerment: the Nellore experience*. Paper presented at the Workshop on Empowerment of Women through Literacy, Center for Women Development, NIRD, Rajendra Nagar, Hyderabad.
- Lewin, K. (1936). *A Dynamic Theory of Personality*. Mc Graw Hill, New York, p. 30.
- Purnima, K.S. (2005). *Women Self Help Group Dynamics in North Coastal zone of Andhra Pradesh*. Ph.D. Thesis. (unpub.), Acharya N. G. Ranga Agricultural University, Hyderabad.
- Ray, G.L. (1996). *Extension communication and management* (2nd Ed.) Naya Prakash, Calcutta, pp. 40-46.
- Stoner, J.A.F., Freeman, R.E. and Gilbert, D.R. (1996). *Management*. (6th ed.), Prentice Hall, New Delhi, pp. 165-508.
- Vipin Kumar, V.P. (1998). *Dimensions of group dynamics effectiveness of self-help group farmers under Kerala Horticulture development programme*, *Orissa Journal of Extension Education*, 2, 1-9.