

NATURE AND DYNAMICS OF WORK GROUPS

Maria Daniela Pipas¹
Mohammad Jaradat²

ABSTRACT: Organizational management has experienced an accelerated evolution in recent years due to changes on the labor market and socio-economic structures. This has resulted in a series of changes at the microeconomic level imposed by the need to adapt to new conditions in order to obtain maximum performance and impact. Human resource management strategies play a crucial role in the success of organizations through practical benefits they bring to them, knowing that people and the organization way create value. In this regard, work groups represent a solution implemented more and more often to help meet immediate and strategic objectives. Organizations generally consist of groups of people who work together for the achievement of common goals. Groups are an elemental force for organizational action. Group dynamics refers to processes, performances and alterations which happen inside the group. The way that the group works together is based on the group process that refers to how the members of an organization collaborate and get their targets achieved.

Key words: group, group dynamics, communication, interaction, norms, values, membership

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¹ "Bogdan Vodă" University of Cluj-Napoca, e-mail: dpipas@yahoo.com

² "Bogdan Vodă" University of Cluj-Napoca, e-mail: jaradat_hadi@yahoo.com