## **Group Cohesiveness**

Organizational Behaviour BHI 2-Sem, DHA-IBS, CCS University, Meerut

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### Meaning:

- Group cohesiveness refers to the degree to which group members form a strong collective unit reflecting a feeling of "oneness".
- It refers to the extent to which members of a group are united and knit together.
- Group cohesiveness denotes the Attraction group members feel for one another in terms of the desire to remain a member of the group and to resist leaving it.

### Factors affecting cohesiveness:

- Proximity of the group
- Size of the group
- Common elements
- Satisfaction of members needs
- Status of the group

#### Contd...

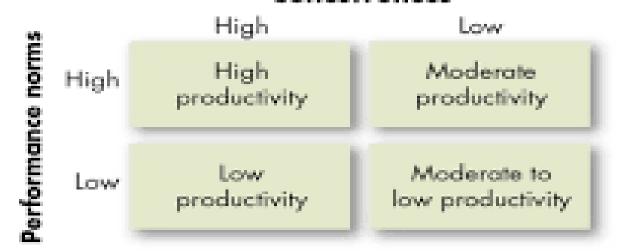
• Interdependence among members

• External pressures or threats

Autonomy

• Leadership style

# Relationship Between Group Cohesiveness, Performance Norms, and Productivity Cohesiveness



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