**Title of the course:** Dynamics of Groups and Organizations

**Course code:** PSYM21-WO-107

**Head of the course:** Móra László Xavér

**Academic degree**: PhD

**Position:** Assistant Professor

**MAB Status:** A (T)

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| **Az oktatás célja angolul** |

The aim of this course is to provide participants with a knowledge of the most important models of group and organizational dynamics and to develop their ability to observe and interpret group dynamics and their relationship to the processes of organizations.

**Learning outcome, competences**

Knowledge:

Students will gain a general knowledge of the most important group dynamic models.

They will gain an overview of organizational dynamic models.

Attitude:

* Openness and neutral approach during observations of group and organizational processes
* Critical thinking

Skills:

* Ability to observe group and organizational phenomena objectively and the presentation of these observations without interpretations
* Ability to distinguish between objective observation and interpretations
* Ability to interpret observations of group and organizational processes based on different theoretical models

Autonomy, responsibility:

* Students are allowed to apply their knowledge and experience to form an opinion on their own
* They are only allowed to apply interventions that may impact upon the group dynamics if they are already qualified to do that.

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| **Az oktatás tartalma angolul** |

**Topics of the course**

* The main purpose of the existence of groups
* Group formation, organization of groups, group structure, boundaries of groups, external effects, group-size effect
* Group-dynamic models
* Group cohesion, roles in groups, norms and their effects on the motivation system
* Stages of the group process
* Resistance and defense mechanisms during group work
* Crisis during the group process
* Relationship between group dynamics and organizational decisions
* Interventions that help to develop group cohesion and work processes
* How you can help to develop the work and processes of groups and organizations

**Learning activities, learning methods**

* Lecture
* Demonstrations and exercises
* Group analytical work in study groups
* Observation and analysis of the processes of the study group

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| **A számonkérés és értékelés rendszere angolul** |

**Learning requirements, mode of evaluation, criteria of evaluation:**

Requirements

* Team-work: Analysis of video-recorded group processes of the study group
* Interpretation of observations based on different theories
* Presentation of the project work

Mode of evaluation:

* Evaluation of the contribution to the project work

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| **Idegen nyelven történő indítás esetén az adott idegen nyelvű irodalom:** |

**Compulsory reading list**

* Cytrynbaum, S. and Noumair, D. A. (2003). Group Dynamics, Organizational Irrationality and Social Complexity. Group Relations Reader 3. Karnacbooks.
* Forsith, D. (1999). Group Dynamics. Brooks Cole.
* Foulkes, S. H. (1983). Introduction to Group-Analytic Psychotherapy: Studies in the Social Integration of Individuals and Groups. Maresfield Reprints.
* Klein, R.H. , Schermer, V. L. and Rice, C. A. (). Leadership in a Changing World: Dynamic Perspectives on Groups and Their Leaders. Lexington books.
* Lewi, D. (2001). Group Dynamics for Teams. SagePub.

**Course-specific information (specific to a given lecture or seminar)**

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| **General data** |

**Specific (sub)title of the course (if relevant):**

**Specific (sub)code of the course (if relevant):**

**Date and place of the course:**

**Name of the lecturer:**

**Department of the lecturer:**

**Email of the lecturer:**

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| **Specific syllabus/schedule of the lecture/seminar (if relevant)** |



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| **Further specific information (eg. requirements) (if relevant)** |