



CHAPTER 6

Groups & Formal Organizations



Section 1:

Primary & Secondary Groups

Groups, Categories & Aggregates

- They are in regular contact with one another
- They share some ways of thinking, feeling or behaving.
- They take one another's behavior into account.
- They have one or more interests & goals in common

Social category is people who share a social characteristic.

Group is at least two people who have one or more goals in common and share common ways of thinking & behaving


A social aggregate is people temporarily in the same place at the same time.

Primary Groups

Primary groups are people who are emotionally close, know one another well, and seek one another's company.

Primary relationships are interactions that are intimate, personal, caring, and fulfilling.

- What is a primary group?
 - Charles Horton Cooley → first to use the term
- How do primary groups develop?
 1. Small size
 2. Face-to-face contact
 3. Continuous contact
 4. Proper social environment

- 
- What are the functions of primary groups?
 1. Emotional support
 2. Socialization
 3. Encourage conformity
 - William F. Whyte (1993)

Secondary Groups

- What are secondary relationships like?
- Do secondary groups ever include primary relationships?

Secondary groups are people who share only part of their lives while focusing on a goal or task.

Secondary relationships are impersonal interactions involving limited parts of personalities.



Section 2:

Other Groups and Networks

Reference Groups

Reference groups are a group use for self-evaluation and the formation of attitudes, values, beliefs, and norms.

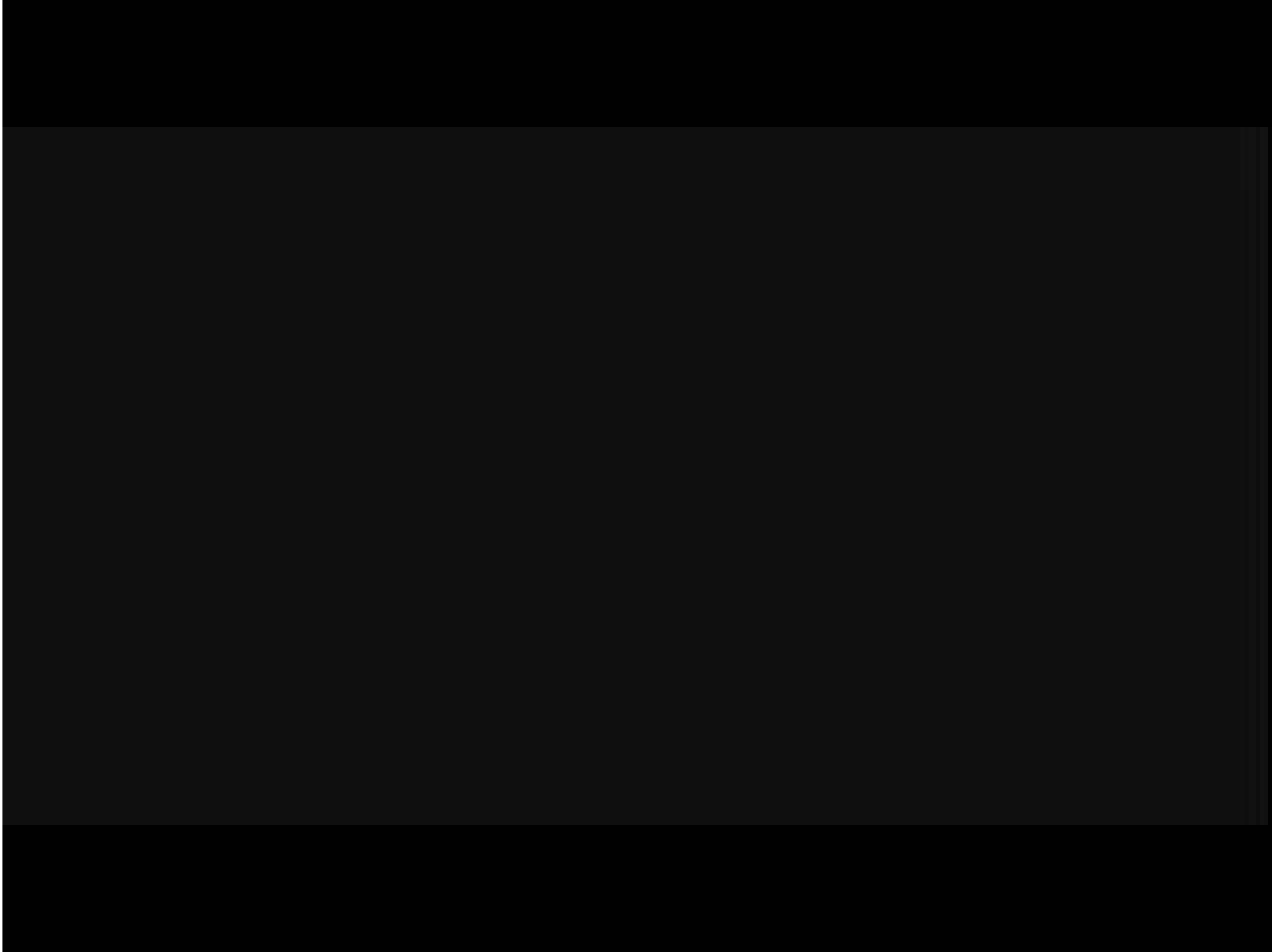
In-Groups & Out-Groups

- Where are these groups found?
- What are group boundaries?
- How are group boundaries maintained?

In-groups are exclusive groups demanding intense loyalty.

Out-groups are groups targets by an in-group for opposition, antagonism or competition.

In-Groups & Out Groups



Social Networks

- Are social networks groups?
- How strong are the ties in a social network?
- What are the functions of social network?

Social networks are a web of social relationships that join a person to other people and groups.



Section 3:

Types of Social Interaction

Five Types of Social Interaction

- Robert Nisbet (1988) describes 5 types of social interaction basic to group life:
 1. Cooperation
 2. Conflict
 3. Social Exchange
 4. Coercion
 5. Conformity



Cooperation

Cooperation is interaction in which individuals or groups combine their efforts to reach a goal.

Conflict

Conflict is interaction aimed at defeating an opponent.

- What are the social benefits of conflict?
 - Georg Simmel (1858-1918)

Social Exchange

Social exchange is a voluntary action performed in the expectation of getting a reward in return.

- Aristotle-
 - *All men, or most men, wish what is noble but choose what is profitable; and while it is noble to render a service not with an eye to receiving one in return, it is profitable to receive one. One ought, therefore, if one can, to return the equivalent of service received, and to do so willingly.*
- What is the difference between cooperation and social exchange?

Coercion

Coercion is an interaction in which individuals or groups are forced to behave in a particular way.

- Opposite of social change

Conformity

Groupthink is self-deceptive thinking that is based on conformity to group beliefs, and created by group pressure to conform.

Conformity is the behavior that matches group expectations.

- Do most people conform to group pressures?
- What is groupthink?



Section 4:

Formal Organizations

The Nature of Formal Organizations

- How are formal organizations and bureaucracies related?

Formal organization is a group deliberately created to achieve one or more long-term goals.

A bureaucracy is a formal organization based on rationality and efficiency.

Power is the ability to control the behavior of others.

Major Characteristics of Bureaucracies

1. A division of labor based on the principle of specialization.
2. A hierarchy of authority
3. A system of rules and procedures.
4. Written records of work and activities
5. Promotion on the basis of merit and qualifications.

Authority is the legitimate or socially approved use of power.

Max Weber & Bureaucracy

- What are the advantages of bureaucracy?
- Do bureaucracies undervalue people?

Rationalization is the mind-set
emphasizing knowledge ,
reason, and planning.

Bureaucracy



Informal Structure Within Organizations

Informal organization is groups within a formal organization in which personal relationships are guided by norms, rituals, and sentiments that are not part of the formal organization.

- When were informal organizations first studied?
- Why do informal organizations develop?

Iron Law of Oligarchy

The Iron Law of Oligarchy is a theory that power increasingly becomes concentrated in the hands of a few members of any organization.

- What is the iron law of oligarchy?
- Why does organization lead to oligarchy?
 - 1st → organizations need a hierarchy of authority to delegate decision making.
 - 2nd → the advantages held by those at the top allow them to consolidate their powers.
 - 3rd → Other members of the organization tend to defer to leaders– to give in to those who take charge.