



Študentská vedecká aktivita

Group work: Promoting Cooperation or Raising Leaders

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Abstract

This work looks for different effects of group work. It mainly concentrates on consequences of making leaders and building strong relations among the group members. In the practical part students' questionnaire is analyzed and findings are evaluated in the conclusion.

Key terms: group work, leaders, leadership, team players

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Introduction

Everywhere, in organizations or just in everyday life, many people groups can be met. In these, people often share the work and responsibilities. Any new or growing company hires new employees, forms new work groups, departments, divisions or just appoints specialists for joint team projects. Reasons of group formation usually are the same, even formation or organization most of the times follows the same steps or stages.

Team work in the modern world is one of the main factors affecting the company's success. However, most of the people by nature are not a team members, most of people are loners, or aspire to be recognized for their individual achievements. Organizations that encourage their employees for personal achievements create an environment where only the strongest remain, where it is hard to adjust to team work because team work does not highlight the personal accomplishments.

Different cultures also differ in how children are educated, team spirit or personal success. People from cultures where children are taught emphasis on personal achievement develop their sense of independence and adversarial and hard adjust to the principles of teamwork where most of the times there is no need to be a leader but an equivalent team member.

Group norms or rules may not be appropriate for all group members. Usually majority or team members with decision making team members pressure others to obey the standards and if it is important to person stay in the group (or he is assigned to it against his will) it is likely that he will agree, even when the norms are not acceptable.

This work focuses on distinguishing preferences between students on whether they favor working in a group or individually and their position towards the group work.

1. Work in a group

1.1 Group or team

From old ages people have been creating groups just to survive. What one person could not achieve, most of the times was completed by a group. Need to be in a group or to belong to one people “brought” into the current century. People belong to the family, work colleague, friend circles, etc. Those who avoid social contacts in society often called “loners” and often viewed as not to normal event.

The team is a group of people whose approaches to some problems are common. That is, a group of people with the same common vision for achieving common goals, common vision, beliefs and inspirations for the future. Team is a group of individuals working together where existence of every individual is necessary and individual needs of members have to be fulfilled to go for mutual goal.

Team creatively deals with emerging issues, self-improving and enabling all its members to develop an active communicate or exchange information with each other, able to quickly effectively respond to environment changes, adapt to new conditions, and has following characteristics: mutual understanding, interchangeability, support, utilization of each member’s strength, operation flexibility, performance orientation, mutual trust and good relationships.

Here we should define two different things: a team and just a work group.

WORK GROUP

- The only one clear leader, often founder or an official guide.
- Each person is only responsible for himself.
- Everyone works without coordinating with others.
- Responsibility is accepted only for such works, which meet individual needs.
- Following their personal goals and interests people can leave work group.

TEAM

- Responsibility is taken by all team members
- Everyone is responsible for himself and for whole group

- The team has its own specific goals and objectives to which activity is adjusted
- Team members depend on each other, they other's skills, knowledge and experience towards the common goal.
- Each team member understands that by working together to achieve better results and is committed to work as a team.

1.2 Team formation and management

Nowadays we live in a highly dynamic environment. Therefore it is very important to ensure that most of the task performed or decisions made would bring members closer together, contribute to forming teams. It was found that a properly organized team work much more effective than individual tasks. Teamwork often prevents organizations from unexpected things, such as very important member leaving, when there is nobody to take over his tasks.

Every new group during formation period goes through these steps:

1. Formation. People in the new group are brought together by common goals or overall activity, but usually they do not yet know each other. This stage is a lot of uncertainty: uncertainty about the objectives of the group, the leaders and structure of group itself. Most often people at this stage monitors and examines what behavior is acceptable to the group. Phase ends when people start to perceive themselves as a group member.

2. Confusion and storm stage. Usually this phase is associated with group conflicts. These conflicts and their outcome determined by the group follow a hierarchical structure. In practice, each group has its leader or even leaders. Organizations are usually has formal leaders, leading the company or department, workgroup. If in a group arises informal leader this phase can actually be prolonged for quite a while. At the end of this phase the group settles a hierarchical structure of the team members' roles and responsibilities.

3. Normalization. The third stage is characterized by close relationships between members of the group and harmony. At this stage group members feel a strong sense of group identity; there are established group norms of behavior.

4. Activity. At this stage a group is fully functional. The group energy is channeled from one another's introduction and research to actually performing the tasks. This is the most effective group's life's stage, in which are key objectives achieved.

But why do people want to be a certain group members? There are several factors influencing the desire:

- Security. The merged group of people feel safer and stronger. Group is easier to defend, is easier to convince others of their righteousness, fight for better conditions, etc. People tend to be more confident and resistant to threats when they belong to group.

- Self-evaluation and status. The group gives people a sense of their value. Recognition of a group member and received status of the group, as a comparison to those who do not belong to one, increase the presence of member value and together raises the feeling of it.

- Social needs. The group meets the social needs of man. Group members regularly communicate with each other. For most people main reason why they join a group is regular relations to others.

- Opportunity. What one man cannot achieve is often achieved by the group. The quantity of force during the same time allows group of people to do more than one person can make.

- Objectives. Successful execution of complex tasks is not always enough one person's knowledge or skills. Individual people, doing what they do best, can "connect" the overall purpose of their abilities and skills and to reach a qualitatively new object or a new product. Team work significantly improves the quality of production and production efficiency, improving the working activity, vertical and horizontal transmission of information, psychological climate of close leaders and ordinary office staff. Team work helps to overcome such problems, which are other terms to be neglected. It is also very important that informal leaders' goals coincide with the official management purposes. Then all the company's employees help address common issues.

Teamwork benefits to employees is that they acquire new growth opportunities, they are included in the common enterprise problems, and therefore are more satisfied with increasing the richness of work, new material and moral incentive options, use the advantages of working together. In turn, increases the profitability of the organization, creates new opportunities to increase staff at all levels of intelligence.

That teamwork was vital, managers must rely on subordinates to share part of their mandate and responsibilities. The primary attention should be paid to solve problems and teach avoidance techniques. Work regarded as a leader and ordinary employee work close together. Leaders must be willing to accept a decentralized decision-making system. Managers must understand that everyone can have valuable ideas and help the integration of different ideas to find the optimal solution. Therefore, managers must be prepared to take the workers, servants and professionals proposals, taking in account their practical benefits. They should enable the staff to help educate the spirit of loyalty to the company; trade unions must become more active teamwork training system participants.

Development of teamwork system is a long-term program. Therefore managers should not expect immediate results.

1.3 Team work assumptions and implementation barriers

Team work success is closely linked with the national traditions of countries. Its origins go back to Japan, but it is spreading to other countries, particularly noteworthy Scandinavian experience. However, teamwork is implemented in both to physical work and in the field of management. Of course implementation is linked with the distinctive challenges. Opposing the most to teamwork is lower and middle management. Implementation of team work improves work efficiency, however, reduces job security. Therefore, these managers are afraid of losing their jobs and prestige. It includes the authoritarian habits of work; do not want to lose power and the right to assess subordinates. Managers do not like to disrupt the normal relationships between superiors and subordinates, based on the autocratic principles. They just do not want to lose power. Sometimes is noticed a higher level leaders sincerity of intent, or can be seen the fear of losing competence. It is very important to get familiar with the teamwork and its methods.

That is why, in order to implement a system of teamwork necessary to make certain assumptions.

Practice set out the necessary preconditions for the implementation of teamwork:

- Training;
- Setting the work task and work instructions to use teamwork;

- Incentive and penalty system modification;
- Participation in the preparation of team work programs;
- A concentration of one level managers;
- Division of work experience;
- Persuasion by example;
- Improvement of decision-making processes.

1.4 Team work performance factors

Work factors:

- Variety of skills
- Common tasks for a group
- The significance of the tasks

An effective team must work together and be responsible for significant tasks. Team members must be motivated to work, and motivation increases the responsibility for given tasks that require a variety of skills.

Structure factors

- Skills, competency
- Personality
- Roles and variety of them
- Size
- Flexibility
- Preference for a teamwork

Structure category includes factors for which the team should be formed. It is important that team members are competent, personalities have to match, team members must share the variety roles, it is important to take in account the size of the group, team members' flexibility and disposition or mood to work in a team.

Content factors

- Adequate recourses
- Leadership

- Confidence in the team
- Work performance evaluation and reward

Content category describes what is important that work was carried out efficiently. Team must have the necessary working tools, a leader or manager, to trust one other and specially trust the leader, finally. Get a job evaluation.

Process factors:

- Mutual objectives
- Specific tasks
- Belief in a team power
- Level of conflicts
- Involvement of team members

The last category is process factors. This is a team commitment to common goal, raising specific tasks, manage conflicts in the level of the team, and of course their involvement in the given work.

Those derived categories are a kind of guidelines that each team should adapt themselves.

1.5 Leaders in groups

“Leadership is a process in which the leaders seek the voluntary participation of subordinates in an effort to reach organizational objectives”

Schriesheim, Ch, Tolliver, J.: Behling C.. „Leadership Theory: Some Implication for Managers“. MSU Business Topics 26

Nowadays it is very clear focused on the advantages of cooperative work, emphasizing awareness, employee involvement indecision making importance and so on. At the same time faced with another problem: the cooperative work highlights a teamwork disadvantages, which is acceptance of neutral, single but not advanced, new development idea. Today there is felt frustration because the team created to fight bureaucracy often becomes one. Teamwork allows solve new problems, but the work in a groups is always seeking consensus, goal is to find a solution acceptable to all.

This is a drawback of decision making in a group.

It is necessary to understand not only the differences but also similarities between the team and a leader. The team, on one hand, seem to require a consensus – common solution, on

the other hand, only a leader allows decision to be original, distinctive, different from the collective opinion.

It can be said that the leader is an individual facing over group of collaborators. He develops new thoughts, tries to implement new ideas. But every leader is a man who has his own views differed from others on the expected trends, therefore he will be actively protecting them.

There lies the contradiction between the leader and the team. We all want proactive people but at the same time we do not like them for being initiative. Therefore, combining a teamwork and leadership there is a need to follow previous statement's idea:

Each team combines members with different roles. The leader of each team is limited. Therefore, often outspoken statement that we value the most initiative members is hardly fair. Having ten leaders in a team means not avoidable conflict if not today definitely in the near future.

Team leader is the bearer of new ideas; it gives impulse to the further developing of a team. Is this point of view, a leader and a team are fully compatible as a team leader looks for support in a group.

Leader is author of ideas, unfortunately, often not only of rational ones. Thus the team through group work methods makes the leader reckon with the opinion of the group. Threats usually hide in inadequate professionals, but within quite strong personal competence leaders (there is no doubt that fools always have the initiative). There lie the teamwork and leadership coordination benefits: unnecessary initiative needs to be stopped.

In present day conditions, there is reorientation to the leadership and decline of role in teamwork. It can be argued, however, the role of leaders for constantly changing conditions getting more and more important. However, the statements above make more combine, but not oppose leadership to teamwork. It is important for a leader to find fellow people for his ideas, and that can only be reached by working in a group.

2. Survey and analysis

The second part of the work focuses on actual practical results of the analysis and their evaluations. The objective is to find student's attitude towards working in groups. The evaluation for each question asked is created and the expected outcome should lead towards the argument whether the group work creates leaders or promotes cooperation and further possibility of avoiding the job responsibility. Student's approach to the group work is analyzed and provides answers to their position in a group, effectiveness of work and willingness to work and cope in a group and actual results that are reached.

In order to receive some objective outcomes and as many results as possible, a questionnaire was chosen as an appropriate method and it was spread via various lines (social networks, lessons, teachers,...). Truthful anonymous students' answers were expected to bring objective analysis. The questionnaire was divided into five main questions that should provide basic foundations for the research. 383 respondents who answered the questionnaire should provide an unbiased sample. The questionnaire form is provided in an appendix at the end of the work.

The first question concentrates on the background information about a student and it offers evidence of the reached education level which might influence the answering and also shows how the education influences the raising and working of people.

Further, student answers a question considering his or hers attitude towards the group work. It shows the student's preference to working and dealing with problems. This is the first clue that is provided by the student and the research should demonstrate that student then continues to answer in similar pattern of preference.

Actual approach of the student when he or she has to work in a group is discussed in the third question. The answers again show the pattern towards either being a leader or a common group member but also divide people who consider themselves as common group members into subgroups which express their attitude to the work.

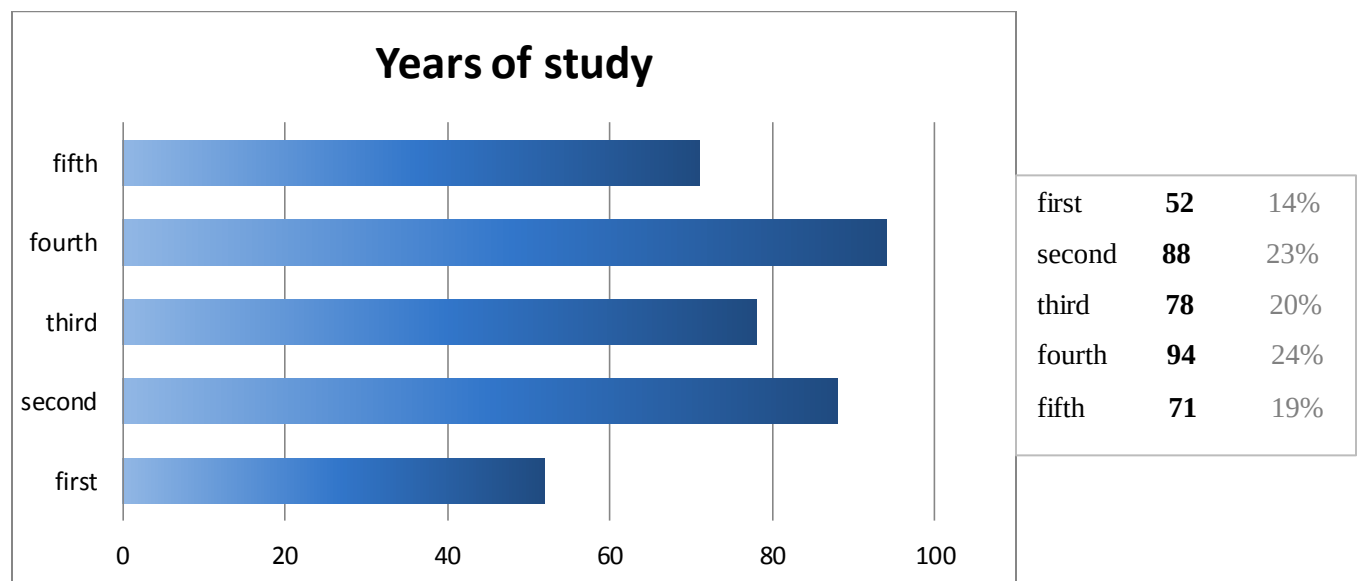
The fourth question directly asks for the student's position within the group when working. The three possible answers demonstrate how the student considers himself or herself in the group and their feelings about other members. This question attacks the psychological fact

that says that leaders are confident and willing to take the full responsibility for the group rather than being a backdrop of the group.

The last question focuses on the fact of actual results reached. Student answers his/her feeling about the potential results achieved being in the group or working as an individual. This should be the last foundation for the research of raising the leader since the fact that leaders usually get better results is being argued.

2.1 Population sample

Our population sample covers students from various universities in Slovakia. In order to receive objective results, the questionnaire was applied on students of different fields and years of study. The population sample represents a total of 383 students that answered the questionnaire and are regularly working or have worked before in groups.

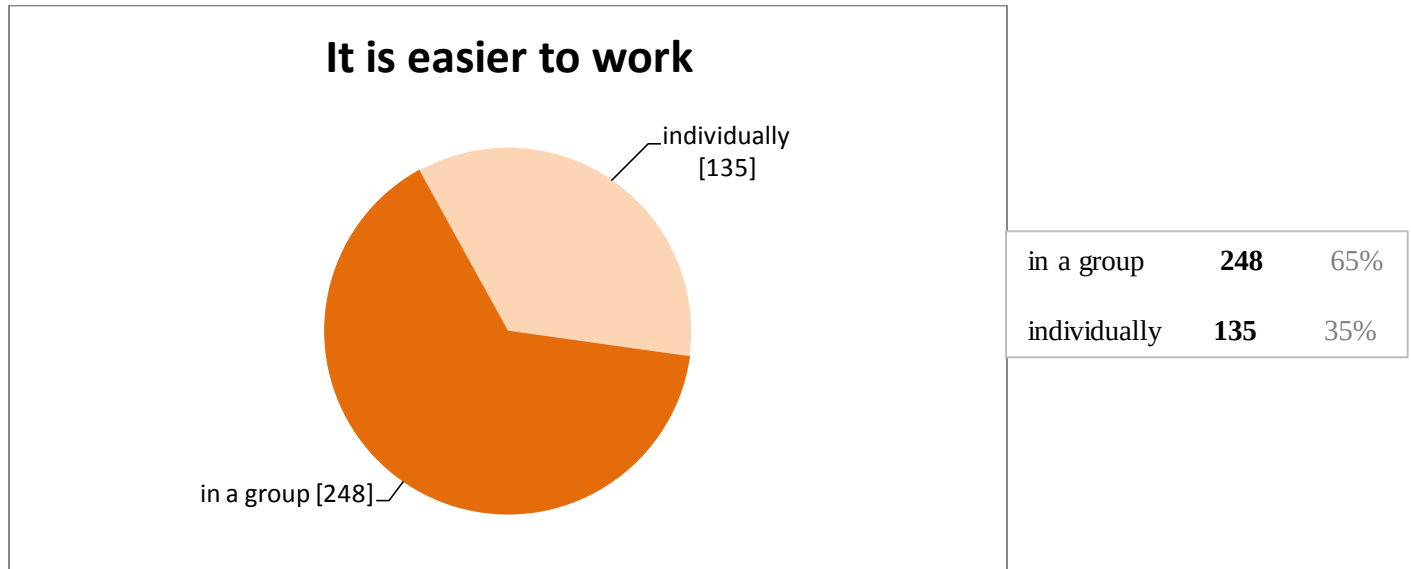


Fortunately, the percentage share of every year of the university education may be called almost equal. This fact provides the research an optimal condition to provide objective and truthful analysis based on responds of students of any university maturity.

2.2 Individual or a group member

The question that has been asked about the preferences of working provides the first inside view of the student. As is shown in the results graph students do prefer working in groups.

Group work seems as a more natural way of dealing with and solving problems to 65% of respondents while the other 35% believe in individual work.



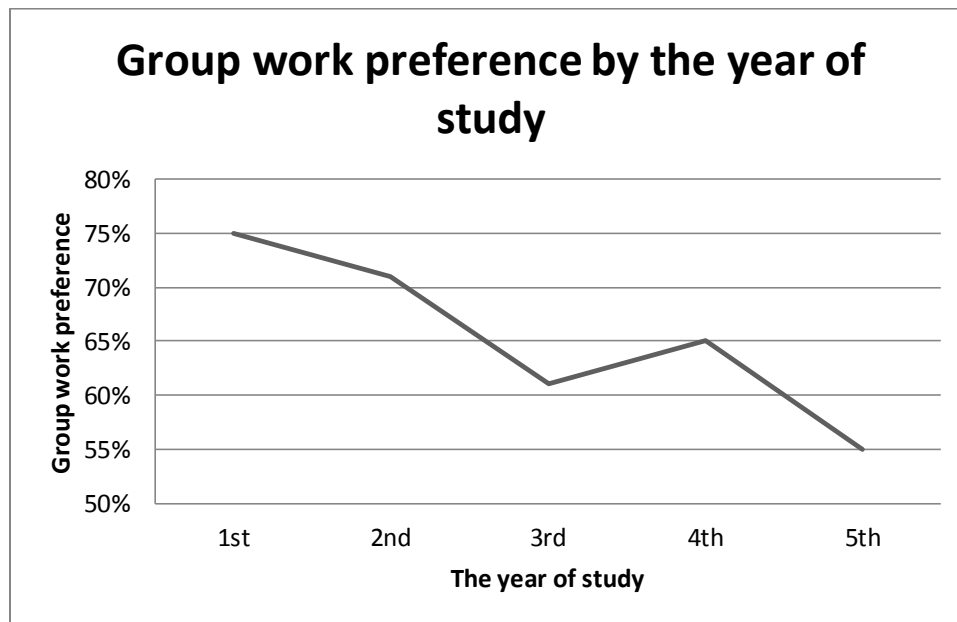
The fact that students rather work in groups shows that more of today's people will deal with problems together as it was already proved advantageous in our history and evolution. For these people it provides ability to come up with more ideas and possible solutions but also share the knowledge.

The 35% share should not be forgotten as it still represents a major share of the graph. Individualists believe that it is ineffective to work in a group and they see possible disadvantages in relations within the group, disproportional division of work, time wasting on unnecessary discussions or convincing others of your truth.

Moreover, although people have many group experiences, this is likely to be in many different fields or areas. This kind of experience may help shape the values of group members and ultimately influence their attitudes. However this fact does not prove that individuals are not able to cooperate and participate in the group work. The final fact that sometimes influences the attitude of the person towards the group work falls upon the strong affiliation with the group and a long term experience with members; that may affect satisfaction and desire to continue working with each other.

2.2.1 Preference change when maturing

Interesting phenomenon that appears within the answers of the question about the preferences is the downward sloping percentage of the students who would like to work in a group as they mature and get more experiences of working in groups.



As can be seen in the graph, the first year students are highly willing to work in groups as it is believed that social factor may play an important role since the importance of creating social bonds with new people that may accompany them in the close future. Furthermore, the safety that is being provided by the group is another important factor. As it is known, none of the first year students clearly understand what awaits them at this new situation. Since there are higher knowledge and implementation expectations, it is natural to prefer the group work as it provides shared information and better chance for success.

As the student matures the preference changes and self-dependence overcomes the group work necessity. As it can be seen, the fifth year students' answers show that the group work is not favored that much anymore. Getting ready for the self-dependence is an essential factor that influences the students when leaving education system and preparing for actual life. Older students who are already involved in different activities (of the same or similar importance) value their time differently and consciously as the group work requires time for discussions, meetings and other activities. Ultimately, the fact that the student has been already working

within the same environment for some time leads to the downward preference for the group work.

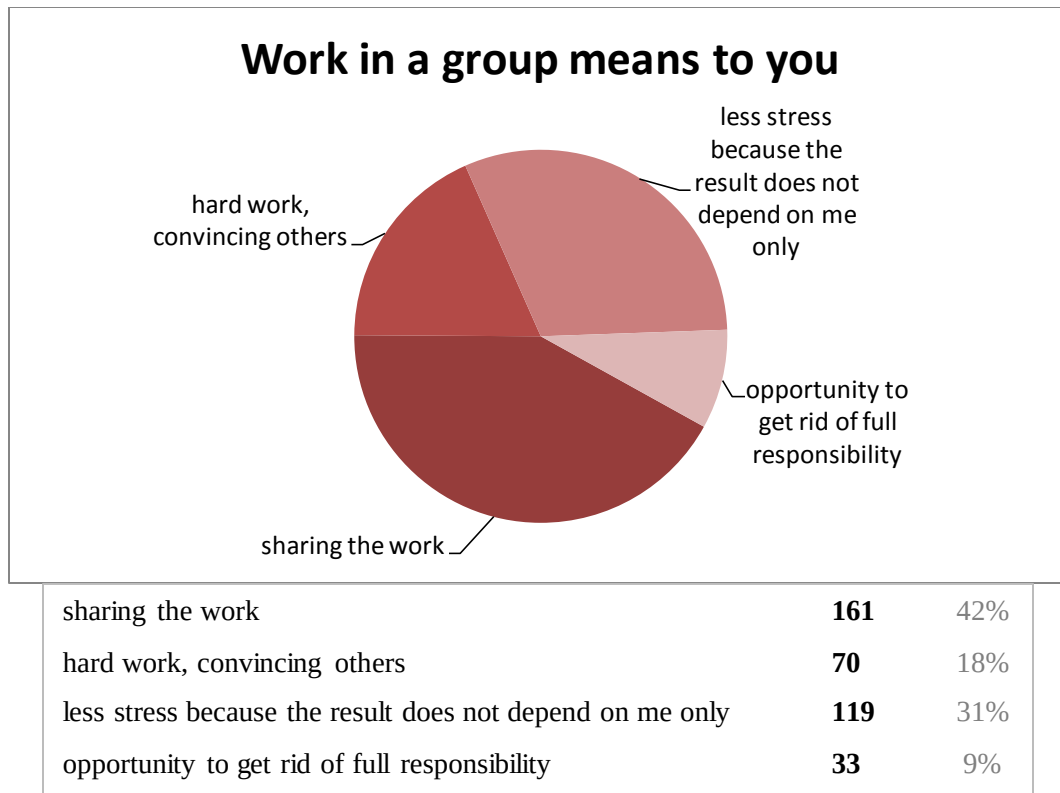
2.3 Work participation

Following question focused on the recipient's participation in the group. It shows the willingness to cooperate, possibility of losing the focus or holding the discussion in one's hands. This question allows finding out what is the student's position in the group and what is his/her share on the executed work.

For the first time, it is visible that group work may be used not only for the greater benefit of sharing the knowledge and easing the work but also transferring the work load and responsibility onto others and still receiving the possible positive group evaluation anyway. It allows relieving the stress since not everything is dependent on the one's knowledge and ideas but also on others' which provides the comfort of hoping that the work, ideas and knowledge will be brought nevertheless.

The fact which cannot be argued is that the group work does provide a relief from the total responsibility from the work and brings division and organization of work tasks which eases the accomplishing of the job.

The point in favor of leaders is that people often work toward convincing others of the effectiveness of their arguments and try to remove all the obstacles on its implementation. For many, the group work represents countless and endless discussions that usually result in an argument and following relation deterioration.



Out of 383 questioned respondents 161 believe in the fact that group work eases the job since it allows sharing of the work. 42% of all the people would rather work in a group and share the decision making process, knowledge and work execution.

For 18% of respondents, the group work is not welcomed since it means that they will have to work hard anyway and they are not interested in discussions about the solutions rather they would like to act and solve.

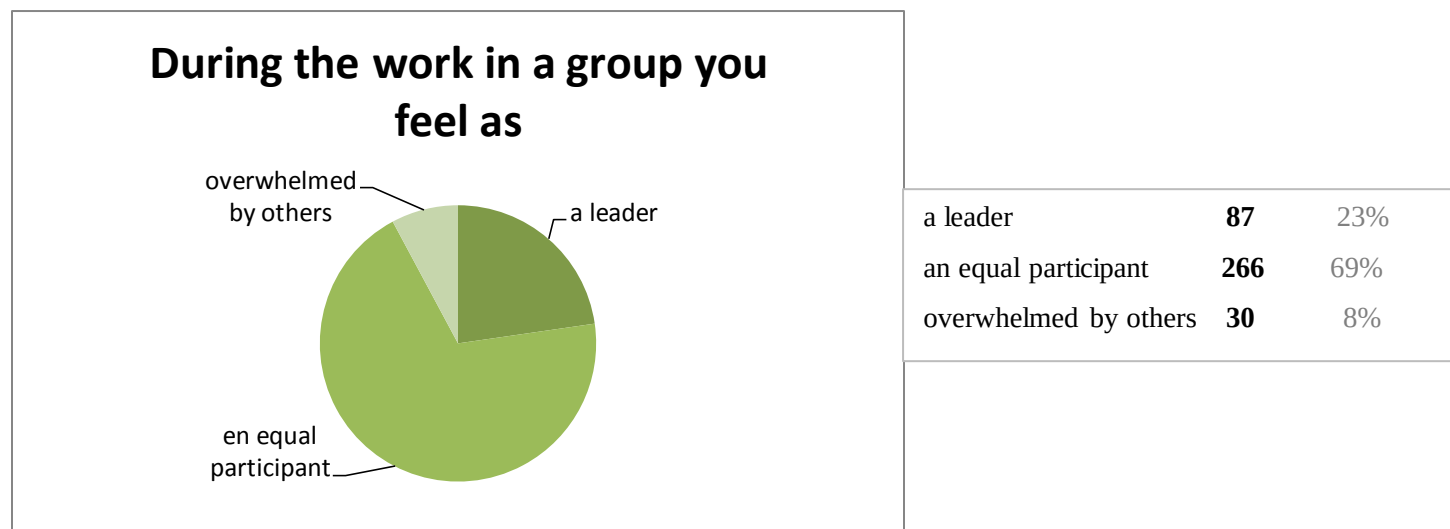
A share of definite importance is represented by the idea that the group work means less stress for the member especially because the final evaluation is not fully dependent on his/her performance during the dealing with and solving the problem. 119 respondents (31%) are interest in working in the group because of the less pressure.

Opportunity to get rid of full responsibility was the choice of 33 respondents out of 383. This means that 9% of all the students asked are looking forward to the group work because they know that there will be somebody who will probably take over the responsibility and do the necessary work. This percentage is not probably fully objective since people are afraid to reveal the fact that sometimes they like to transfer the responsibility and just get by.

As it was said the student preference falls mainly on sharing the work. Work together represents for them many benefits in general. Positive views about benefits of shared workload were brought by satisfying experiences in previous groups. We may assume that most of the group work at university level is assigned by a tutor who tries to make students to spark the idea of group work by laying a great amount of work onto them. Therefore, students with no other choices have to cooperate and share the work. Previous factor may be resulting in the circumstance that students feel stressed by the volume of work which pushes them to seek the help within the group work.

2.4 Position in the group

Following chart represents feelings of participants about their position while working in groups. Respondents were expected to answer whether they are becoming the head of discussion and they are taking over control of the problem solution, they feel as an ordinary or common group participant and they execute almost equal amount of work or they are overwhelmed by other group member who does not allow any idea than his or hers or they generally do not feel comfortably within the group.



23% of respondents believe that they usually are interested in a successful problem solving and they are willing to take on most of the decision making and work in order to accomplish it. 87 out of 383 people consider themselves as leaders in the groups.

A 69% share (266/383) is represented by those who simply believe that the work is distributed equally and that they are contributing evenly to the final result and solution. It may be assumed that these people are willing to take risks and accept the result's evaluation as it is.

Only 8% of respondents felt as being overwhelmed which definitely creates a negative environment for working, creativity, social climate and comfort for them.

Fact that person does not consider himself as a leader could be caused by several factors. Of course there is a chance that the group work may not need a leader because it is able to operate without one but it is highly doubted that the presence of any kind of leadership would be missed.

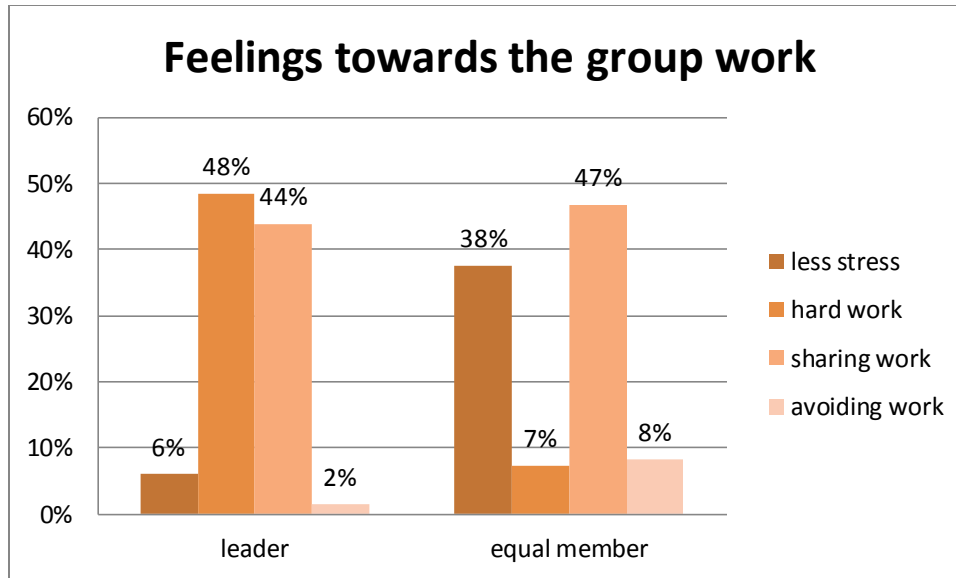
The stressful nature of leadership, as well as, its responsibility and necessary commitment would definitely lead to choosing being a common participant within the group. Although being a leader may bring higher psychological benefits and satisfaction by reaching higher hierarchical levels and self-affiliation, most of the people (especially from our young age population) will prefer to ignore this fact and not involve themselves in such a position.

Generally people think that the door of leadership world is not simply opened to anyone and that true leaders are born. The truth is that not only natural talent is needed for the leadership, it requires some unbearable educational trainings and a lot of experience. This fact excludes the common belief of leaders being born although it does not fully reject it.

2.4.1 Comparison of leader's and group member's attitude

Knowing that leader has certain main function within working groups the general expectation was that leaders will be considering the group work as difficult and full of convincing. On the other hand, common group participants were expected to see the group work as an easier way to get the job done and they were not willing to commit themselves to higher involvement than necessary.

Actual results only prove the points mentioned above as up to 50% of participants feeling as leaders consider the group work as really a time sacrificed for convincing others while trying to prove the general consensus to those members who do not agree. Equal group members take the work less stressfully since the result is not fully dependent on their contribution rather the contribution of stronger individuals in the group.



As it can be seen, feelings of students with different positions in a group (their own opinion about their position) vary. For leader, the group work does not represent a stress relieve, moreover, it embodies a promise of hard work and trying to persuade others in many discussions.

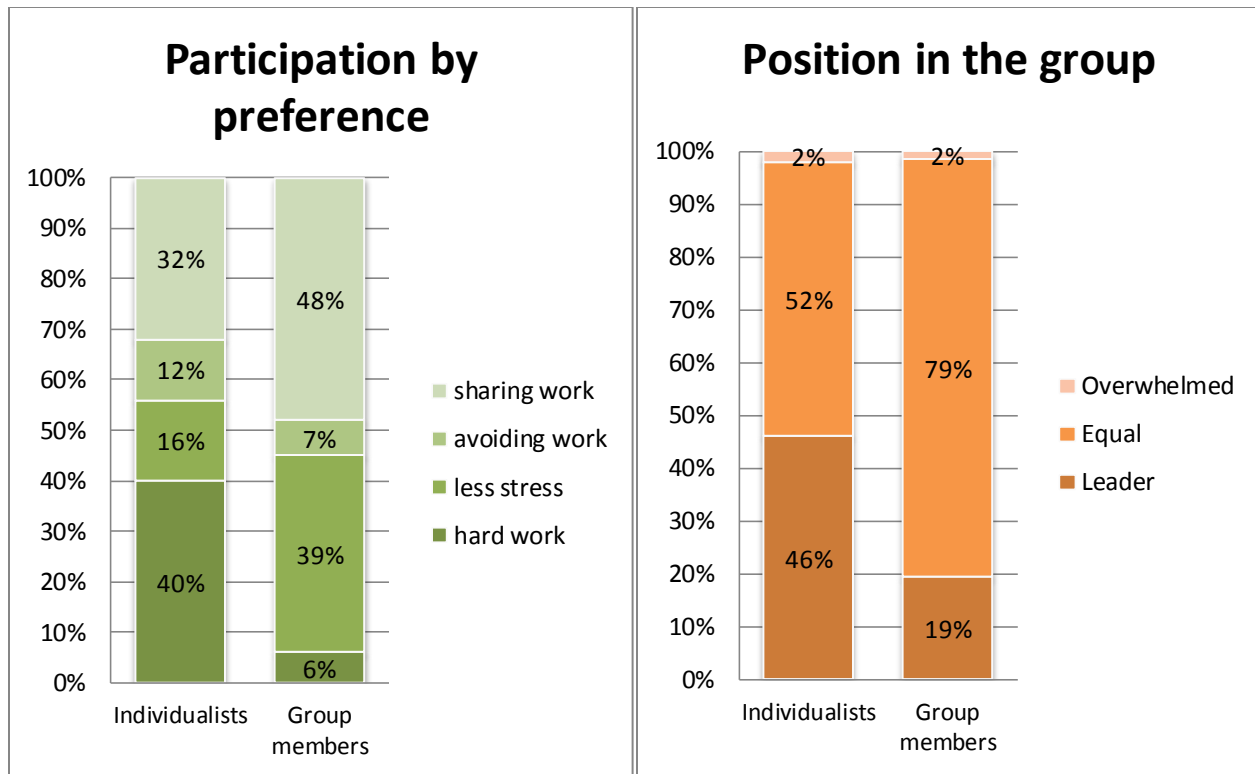
Leaders within a group are usually responsible for dividing the work and therefore we may assume that the graph results confirm the assumption that after the hard work, leaders see the group work as potential distribution of tasks.

On another hand looking at the results of equal members it can be noticed that after sharing the work major part of the spectrum is represented by those who believe that group will bring relief of stress. It can be fully understood that group work characterizes pressure relief from individual because of other people's traits and skills which will cover shortcomings of the others.

2.4.2 Individualists aiming to become leaders

From the previous results it is observable that leaders are taking over the responsibility and they fully understand their position and required guidance of the problem solving by others. Following step is to find out and understand whether there is any preposition for becoming a leader.

Raising the hypothesis that leaders come from the people who prefer to work individually is the basis for the following analysis.



Individualists, just as people who consider themselves leaders, see in the group work a hard time when convincing and managing others. The trend in both the graphs clearly demonstrates that individualists are leaning towards becoming leaders or at least considering themselves as the one. The before mentioned fact that leaders understand under the concept of group work long discussions, arguing and management is further stressed when, as it is seen, individualists feel the same way and the percentage rate and share is fairly similar to that of leader's.

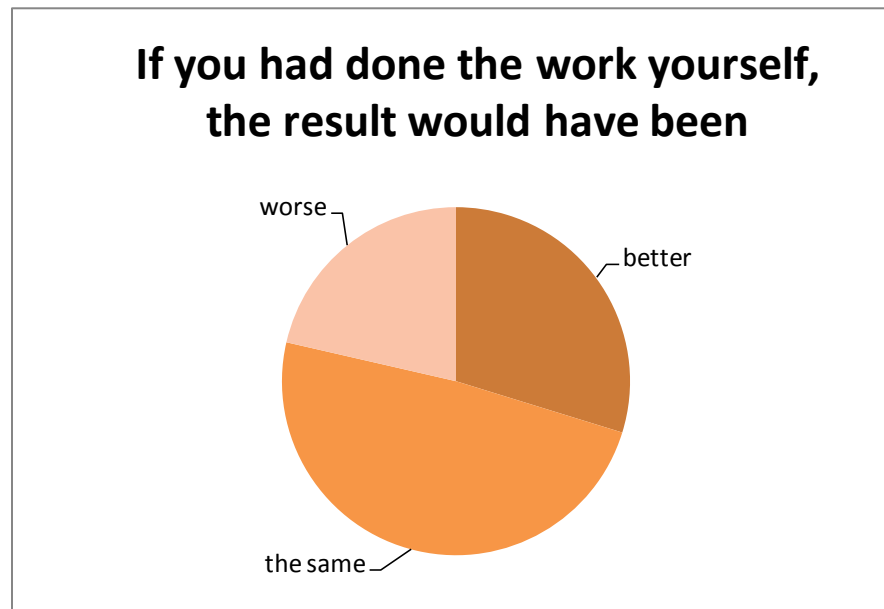
Under the assumption of the presence of more strong individuals, it is possible and necessary for some of them to back down and only one shall arise. That is why it may be observed that another major percentage share is represented by those individualists who are willing to share the work and possibly become an equal participant.

As expected the group members felt as equal participants and the fact that they are willing to share the work and therefore lower their stress level has been once again proved. It must be mentioned that certain people welcome working in groups and they take over the leading position simply because they find themselves comfortable or satisfied and they understand and use their interpersonal skills in order to achieve the goal.

2.5 Recipient's result expectation

The final analysis focuses on the possible results that would have been achieved if the person had worked by himself. This part stresses out the fact that leaders and individuals expect their results to be better since they are hardworking and interested in the proper goal seeking.

The survey question is trying to find out what is peoples' attitude towards possible results and if it may be observed whether they are forced to work in the group or they are doing it freely knowing that it will bring revenue in form of better results.



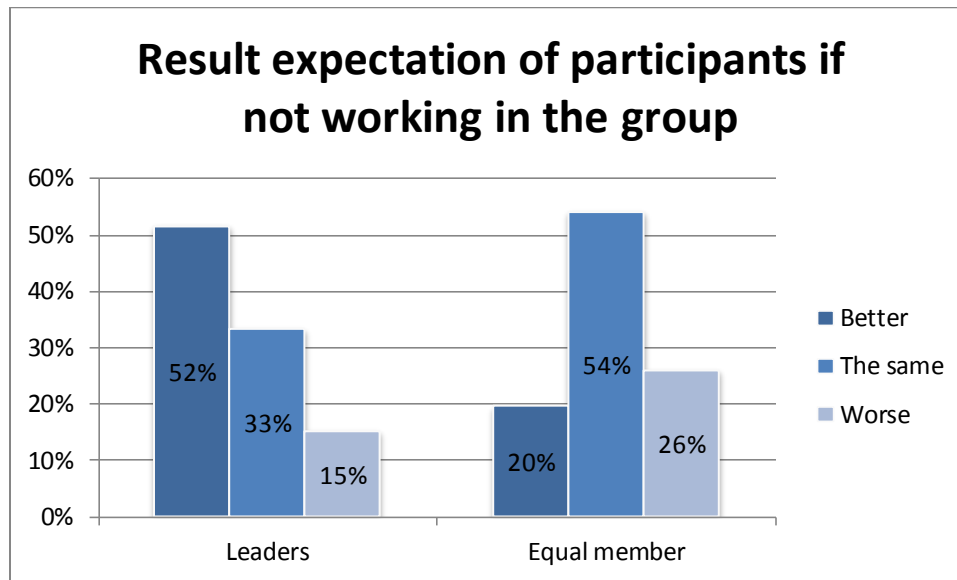
better	114	30%
the same	187	49%
worse	82	21%

As it was already shown, about 50% of respondents are leaning towards being an equal participant, share the work and so on. Therefore, the fact that 187 (out of 383 respondents) students would expect their results to be the same is not surprising.

What is worth mentioning is that 30% of all respondents feel that they would have received better evaluation if they had done it themselves. From earlier analysis we know that 23% of respondents feel as the group leaders. This gives us the connection point where most of the leaders believe that the group work is bringing them down grade-wise. This evidence clearly shows that if they know and believe that they will get worse results, it is not logical for them to work in groups and they need to be forced.

21% of respondents welcome the group work as they believe that without actual help of the others they would not have gotten proper results and maybe not even solve the problem.

2.5.1 Differences in expectations of diverse roles



Comparing results of two different groups of participants can be seen that leaders' expectation quite different than of the persons' who consider themselves equal members. Leadership in non-group environment is governed by rules not principles; therefore leaders can expect results to be better. In the group culture, leader, guided by their principles of involvement, work to help or guide others towards set aim. There leaders then cannot rely on exclusively on their own, rather they have to accept final team result and sometimes even lower expectations.

People who considered themselves equal team members mainly do not complain about results of work in a group, outcome satisfies them, and even a thought of working alone most of them brings an assumption that result could be worse than they already had achieved.

Leaders' thoughts of better results are often strives from a sufficient amount of self-confidence which drives them to actually being one. Opposite can be said about members, lack of belief in themselves and fear to fail keeps them in the shade and often overwhelm.

Conclusion

Results have shown positive attitudes of students towards working in groups. However, there seems to be a divergence between the two groups representing individualists and group promoters about their views whether to form groups and solve problems within these groups.

There appears another difference in arguments concerning roles in groups. Giving the differences between them, it is interesting to consider what is driving these divergent attitudes. Considering people who seek their realization through others and characterized as having a low degree of individualism it can be said that they are more comfortable working in groups. On the other hand, individualists do not welcome the possibility to work within the groups since they expect worse results and time wasting on various discussions and arguing.

If leadership is a process in which the leaders seek the voluntary participation of subordinates and themselves in an effort to reach organizational goals, it is necessary to make sure that the group members are willing to cooperate and only then the results and problem solving may be achieved. The risk of ineffectiveness of work is at stake when forcing such people who are not willing to cooperate and do not believe in its advantages together.

The analysis reveals that the group work does raise some leaders and educates them on how to use their strengths but most of the group leaders usually come from the individuals who are willing to work more and harder for better results. This fact does not arise from their work in the group; rather it comes from their internal driving force and characteristic of them as an individualistic person.

Finally, while the students recognize the need to work in a group and see it as a learning experience, they also vary of its potential disadvantages. Disturbing and very significant finding of final year students (fifth year) is the unwillingness to participate in the group work. Situational factors, however, could also explain the results; preparation for future, being fed up of the environment and loss of the trust in other people (colleagues). Such fact can ultimately affect students' satisfaction and willingness to work in groups in a workplace.

Appendix

Questionnaire

This appendix of the work provides a view on the form of the questionnaire that was given to the respondents.

1. What is your year of study?
 - First
 - Second
 - Third
 - Fourth
 - Fifth
2. Is it easier to work individually or in a group?
 - Individually
 - In a group
3. What does working in a group mean to you?
 - sharing the work
 - hard work, convincing others
 - less stress because the result does not depend on me only
 - opportunity to get rid of full responsibility
4. How do you feel during the work in a group?
 - As a leader
 - As an equal participant
 - Overwhelmed by others
5. If you had done the work yourself, the result would have been:
 - Better
 - The same
 - Worse

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