**Explain the importance of cohesion to group productivity and outline possible**

**strategies that can be used to reduce the negative impact of faulty processes on**

**performance. *(14 marks)***

A good answer must address all parts of the question adequately, and should

consider accurately the following topic areas:

**Importance of Cohesion**

A. Cohesion – tendency of a group to stay together to achieve their goal/task

B. Cohesion depends on group members/task/leader/teambased factors/equiv.

C. Actual productivity = potential productivity – losses due to faulty processes

D. Co-ordination losses/faulty processes eg poor teamwork/poor tactics

E. Motivational losses/faulty processes eg loss of concentration/low self-confidence

F. Social loafing – performer ‘hides’ within a team

G. Ringelmann effect – Performance/cohesion may decrease as group size increases

H. Task cohesion – ability of group to work together to achieve a common goal

I. Social cohesion – interaction of players and their interpersonal relationships

J. Task cohesion is more important than social cohesion/team can be successful with poor social cohesion

K. Social cohesion can undermine performance/formation of cliques/not challenging poor performance for fear of upsetting others

L. Social cohesion can aid performance by challenging the norm

**Strategies**

M. Practice/training to ensure all understand the tactics

N. Give individuals specific responsibility/set goals

O. Explain specific roles within the team

P. Give feedback/video analysis of performance/ reinforcement

Q. Develop peer support/encourage each other/encourage open discussion/an effective leader

R. Vary practice to maintain motivation/train in small groups

S. Improve fitness levels

T. Team bonding exercises/social outings

U. Avoid social cliques

V. Create a group identity eg team kit

W. Develop self-confidence/self-efficacy/self-esteem/ credit use of attributions

X. Maintain team stability if possible/limit change