Effects of Efficacy and Development on Group Communication and Performance

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Background

Groups often struggle to determine group performance measures that appropriately reflect their group dynamics. This study used group interaction as a measure for the extent to which a group’s communication aligned with the group’s task and goals. The coding system was used to analyze the group interaction, with four main elements: negative behavior (NMB), positive behavior (PSF), personal speech turn (PSI), and self-participation (SP). These codes were used to determine a decision quality score. These scores were then reversed and then used to measure the group’s added value.

Method

Participants were undergraduate psychology students. As an incentive for their participation, participants were randomly assigned to one of two conditions: the forming task or the moon survival task. The feedback took the form of a question that required them to rate how well they felt the group performed on the task. The feedback was delivered by a computer program that asked participants to rate the group’s performance on the task. After the feedback manipulation, participants were randomly assigned to one of two conditions: the forming task or the moon survival task. The feedback took the form of a question that required them to rate how well they felt the group performed on the task. The feedback was delivered by a computer program that asked participants to rate the group’s performance on the task.

Design

Two experimental manipulations were used: the forming and feedback manipulation. The forming manipulation involved having participants in one condition work on a forming task, while participants in the other condition worked on a moon survival task. The feedback manipulation involved having participants in one condition receive positive feedback, while participants in the other condition received negative feedback. Participants were limited to five minutes when completing the task individually.

Analysis

Analysis was conducted using a mixed-design ANOVA, with the forming manipulation and feedback manipulation as the within-subjects variables and the group interaction as the dependent variable. The analysis revealed a significant main effect of the forming manipulation, with participants in the forming task condition showing higher group interaction than those in the moon survival task condition. The feedback manipulation also had a significant effect, with participants in the positive feedback condition showing higher group interaction than those in the negative feedback condition. The interaction between the forming manipulation and feedback manipulation was also significant, with participants in the forming task condition receiving positive feedback showing the highest group interaction.

Conclusion

The results of the current study suggest that forming tasks can be effective in improving group interaction, and that positive feedback can further enhance group interaction. These findings add to the growing body of research on the importance of group interaction in group decision-making processes. Future research could explore the effects of other factors, such as group size and task complexity, on group interaction.

References