GROUP DISCUSSION: A TOOL TO UNDERSTAND THE VALUE OF SELF-DISCLOSURE IN TEAM

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ABSTRACT

"Group Discussion", commonly called as GD, is a common practice used by an organization or an institute as an instrument to understand whether the candidate or a student has specific personality traits or not. The basic objective behind this study is to build confidence amongst students when they discuss certain information among each other. Method of evaluation of GD was Rubrics wherein the participant was evaluated from three dimensions: Self Evaluation, Faculty Evaluation, and Group Evaluation. The study was conducted in MBA college of Nagpur city.

KEYWORDS: *Rubrics, Group Discussion, MBA Institutes and Nagpur City*

INTRODUCTION

"Group Discussion", commonly called as GD, is a common practice used by an organization or an institute as an instrument to understand whether the candidate or a student has specific personality traits or not. GDs usually are adopted by many recruiters as an important part of the recruitment process or by institute for admission processes.

This study is conducted in an MBA institute where GD is used as a regular activity for MBA students. This activity is undertaken with an objective to make them understand the group dynamics so that they could develop a positive attitude towards working in a group; and to give the students a feel of a recruitment process and make them ready for industry related scenario.

METHODOLOGY

The basic objective of this study is:

To build confidence amongst students when they discuss certain information in a group.

Sample Size

The sample size for this study was 240 students.

But in a class of 60 students on an average attendance was 51, so total actual respondents becomes 204.

There were 51 sessions allotted to GD, and in one session 3 GDs of 6 participants were conducted. On average basis looking at the strength and attendance every student will get minimum 2 chances to participate. Out of 204 candidates

and actual data was collected from 192 students. Rest 12 was either absent or data was not properly filled up.

Sampling Method

Purposive Random Sampling Method-

A purposive sample is a non-probability sample that is selected based on the characteristics of a population and the objective of the study.

Method of evaluation of GD was Rubrics wherein the participant was evaluated from three dimensions: Self Evaluation, Faculty Evaluation, and Group Evaluation.

Then the average of the group was taken and added to the scores of self-evaluation along with faculty evaluation to get the total score of the participant.

Hypothesis

Null Hypothesis: There is a variation in the Self Evaluation, Faculty Evaluation, and Group Evaluation.

Alternate Hypothesis: There is no variation in the Self Evaluation, Faculty Evaluation, and Group Evaluation.

Hypothesis Testing

In order to test the hypothesis, Co-relation method is used and the test is performed in MS-Excel.

The variables were: Self Evaluation, Faculty Evaluation, and Group Evaluation

Table 1

	Self-Evaluation	Faculty Evaluation	Avg. Group Evaluation By Class
Self-evaluation	1		
Faculty Evaluation	0.6447387	1	
Avg. group evaluation by class	0.4929546	0.50441989	1

Interpretation

The table above shows that there is a strong positive co-relation (0.64) between the Self Evaluation and Faculty evaluation.

There is a satisfactory co-relation of (0.49) between Self Evaluation and Average group evaluation by class and

There is a satisfactory co-relation of (0.50) between Average group evaluation by class and faculty evaluation.

From this, we can say that the Null hypothesis is rejected and alternate hypothesis is accepted.

In other words, we can conclude that as far as the evaluation done by faculty and self-evaluation of the students is the nearly same i.e. perception of faculty and students regarding the performance is same but that of the class and faculty as well as class and self-evaluation it is different. That means the way we expect people to perceive us depends on our communication and expressions we give during formal or informal group discussion. Since at times it may happen that:

- The participant may rank himself/herself on a higher side but the evaluation is done by the faculty or the group may rank on a lower side

- The participant may rank himself/herself on a lower side but the evaluation is done by the faculty or the group may not be same

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