

# ТЕОРІЯ ВИХОВАННЯ

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## PSYCHOLOGICALLY-PEDAGOGICAL CONDITIONS OF FORMATION SKILLS OF PARTNERSHIP INTERACTION IN A SMALL STUDY GROUP

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*Анотація.* В статті розкрито суть малої групи. Розглянуто різні трактування терміну "мала група", визначено його особливості. Було встановлено взаємозв'язок між кількісним складом групи та її згуртованістю.

*Ключові слова:* мала група, згуртованість, орієнтована діяльність.

*Аннотация.* В статье раскрыта суть малой группы. Рассмотрены различные трактовки термина "малая группа", определены его особенности. Было установлено взаимосвязь между количественным составом группы и ее сплоченностью.

*Ключевые слова:* малая группа, сплоченность, ориентированная деятельность.

*Summary.* The essence of a small group is justified in the article. The different interpretations of the term "small group" were considered, defined its features. The relationship between the quantitative composition of the group and its cohesion was set.

*Key words:* small group, cohesion, orientation activities.

**Setting of the problem.** At the present stage of development of our country there is a need for highly skilled professionals, with the ability to collaborate and solve problems in a team in professional activities. It is necessary to shape the future specialist professional competence, willingness to work in a team, contact, activity, commitment, flexibility, behavior, ability to prevent conflict.

Collaboration is important in the formation of positive moral qualities of personality, self-confidence, capability in performing their professional tasks. It reduces uncertainty creative impulse, prevents from consideration of issues solved comprehensively, prevents the development of mobility thinking. Teamwork can overcome the tendency to a mode of action in the profession, enables retreat from templates by gaining confidence in their abilities and capabilities, promotes creative thinking of the individual student. Thus, group learning is necessary for the formation of social competence (a separate form is communicative competence), and the formation of group forms of partnership that are mandatory for students as future professionals.

**Analysis of previous researches.** Analysis of psycho-educational sources showed that in studies K.Lewin and V.Goncharov, the effect of certain structural features of formal groups and existing in her relationship on the effectiveness of cooperative activities; reverse effect on the formation of joint activity relationships in the groups studied A.Petrovsky, L.Umansky; research group learning activities, identifying principles formation of group, managing organizational processes in small groups engaged B.Belyaev, A.Zaluzhniy, group form of learning of students analyzed M.Bondarenko, M.Artyushyna, D. Johnson; technology cooperation and interaction among participants of the educational process discussed in the writings of A.Bolan, V.Dyachenko, E.Polat, the impact of education groups on the course and results of the development of the individual characteristics of students studied P.Luzan, N.Osipova, L.Jaworski, efficiency training considered Maksymenko I. and N.Saveliev. At the same time, little work was studied in a small group as the main condition to the skills of partner interaction.

**The aim** of the article is to disclose the nature and characteristics of "small group" to acquire skills of teamwork in professional activities. Tasks of the article: investigate and analyze the concept of "small group", establish the relationship between the quantitative composition of the group and its solidarity with the thrust of the activity of the individual.

**Solving the tales of the article.** The phenomenon of small groups have always existed alongside the man, and probably owes its survival of the human form is a group life and conduct.

T. Hobs was the first to identify and characterize the group as "a known number of people bound by

common interests or common cause" [1, p.174]. He drew attention to the fact that human actions when she is in the presence of others may change, they become freer. To explain this phenomenon, originally used borrowed from the vocabulary of German philosophy XVIII – XIX centuries concept of "group mind."

The large encyclopaedia says about the signs of a small group – "direct contact of its members" [2, p. 346].

Encyclopedia of philosophy offers group understand how thinly social group whose members are united by a common activity and are in direct personal contact, which is the basis for the emergence of both emotional relationships in the group and special group values and norms of behavior [3, p.213].

Psychology treats the group as the basic organizational unit that consists of individuals who regularly and directly interact with each other in a joint tasks that are aware of their dependence on other team members in meeting their needs and therefore identify their interests with those of [4, p. 455].

The undeniable fact is that one of the parameters of the efficiency of the team is a small number of members of the group, which includes consideration of the problem of the relationship value and success of the group, as measured either by the overall effect of group work or individual contribution participants.

That is why we consider the value of a small group as its essential characteristic, but its quantitative limits are not defined, and therefore the issue can not be resolved.

The importance and complexity of the problem because the number of participants is relatively easy to manipulate, and if between size and performance indicators are of any regular connections, they can be directly used for practical purposes: different volume groups have different dynamics of their structural elements. In small groups, the dynamics are more controversial because of the narrow scope of communication and high intensity of interpersonal contact and interaction of individuals.

There are data concerning the relationship between size and performance groups. Revealed that there are different relationship between size and success of functioning groups, happy work. According to Y. Synyahin if groups of high and medium levels of development of a clear relationship between the size, the average individual contribution and satisfaction is not found, then the diffuse groups and groups relatively low level of development it observed. Participants fairly advanced group, who received goals and objectives as the motives of their own activities on their initiative can switch to other system actions that include the structure of the same activity, and thus an increase in the group to maintain its activity at the same level. In groups of middle and high levels of correlation between size, performance and average individual contribution is observed in only 4% of cases, is practically absent, and diffusion in groups and in groups of relatively low levels – in 75% of cases, that is expressed clearly.

We believe that while the quantitative importance of the group in determining the level of the group. We can assume that for group tasks, above all, you must start with the quality of the group: the power of its participants.

In our opinion, there is a pattern, a gradual increase in group leads to an increase in the efficiency of group activities, but only to a certain level. Upon reaching a certain "critical" value of the group ceases to affect the efficiency of its operations and the next increase in the group, its effectiveness begins to decline, as its members begin to interfere with each other [5].

B.Lomov, analyzing data relating to the impact of size on the efficiency of its activities, expressed opinions that exist between these variables dependence. For each task, the optimal range of values inherent in groups, which ensures maximum effectiveness? If the number of members becomes more or less appropriate range, its effectiveness is reduced [6].

Another opinion of A.Petrovsky, who believes that with the number of members increases the productivity of collective action by a group effect and a decrease – according falls. Scientists say that the number of search criteria should apply to its action-target properties, which ultimately determine the nature of the group, its livelihoods, appropriate interaction [7].

Researchers L. Karpenko, M.Turevskyy see in a student team characteristic inverse relationship between efficiency and size of the group, where interpersonal relationships are not mediated activity, which is based on collective responsible addiction. At the same time, where settled socially significant problems and where the relationship is responsible inherent dependence obviously fundamentally different pattern: the effectiveness of professional activity is proportional to the number of members within the group size, optimal for this type of task. This means that there is a common activity group effect [8].

A number of studies has reported increased tension between group members with the reduction of its strength. Found that the group with an odd number of participants characterized antagonistic relationship compared with the group that consists of even number of participants (Bailes, Borhatta) shows the dependence of those exposed group pressure on the size of the group is of (Krech, Kratchfeld) argues that the inclusion of a third party to the dyad has a more significant impact than to increase the triad group consisting of 4-5 people.

R. Nemov noted that the effects of the increase or decrease in the number of group members can be both positive and negative. The positive he took the appearance of the group with a distinct personality, big in size

group can achieve a greater amount of information, many people can participate in decisions, in assessing its aspects. The negative effects of the researcher took reducing cohesion, increasing the possibility of the formation and decay into smaller groups. This significantly complicates achieving integrity, unity in the discussions, large group is difficult to manage, organize cooperation of its members, to establish between business and personal relationships, increase group can lead to different views and worsening relations; authority of some members of the group increases and other decreases, increasing the psychological distance between them [9]. The above data show their contradiction, no clearly accepted standpoint as upper and lower limits of a small group, but recognized that the magnitude of a small group it is an important parameter that determines the characteristics of its functioning: an increase or decrease of the group depending on the nature of group tasks directly or indirectly influence the results of group activities. Found that the level of the group depends on the change of subject.

In our research, we prefer groups of 3-5 people, believing that such groups are, first, are the unit of analysis, which manifests itself in elemental form relationships of people who exist in larger communities, and secondly, because it is easy to imagine system of communication in groups greater value, recognizing them as a number of emerging simultaneously or gradually cycles of interaction in the presence of or with the fourth (fifth) of the individual. This small group provides personal inclusion of participants in different situations of group interaction. In this case will likely occur generalization and brought forming interaction skills to the group. Finally, these small groups are minimal largest social community. This fact is important for the reason that with increasing size of the group for lack of development may show adverse effects, patterns and phenomena. The result of a small group is determined not only by how successful have each member of the group, but also depends on the degree of coherence of all members, forming indicators of group cohesion during the execution of the training task. To determine the position and values that forms the content of the motivational sphere, the term "orientation" activity interacting individuals. The interpretation of this definition, we find authors who have examined orientation as a set of stable motives that guide the activities of the individual, self-development rights (K.Vazina, A. Petrovsky) like quality that defines productive human activity, which is realized in different spheres of life and requires a connection between the person with the outside world (A.Tryapitsyna) as an important characteristic of the group (R. Krichevsky).

When the individual elementary operations can be characterized by a form of orientation: personal (preferred motive own well-being, the pursuit of personal superiority, prestige), collective (due to interaction motif actions desire to maintain good relations with others), business (reflecting the preference motives which generates the activity itself, the process of increasing, the desire for knowledge, learning new skills, skills). An individual can not have only one-way direction, and in the process of crossing lines of possible direction. There is evidence of orientation as a dynamic entity. Thus, B. Takmen considered two areas of group activity: business and interpersonal development of which is a parallel change in one are accompanied by changes in the other. Scientist singled in the area of business activity of several stages: "task orientation" (search for the optimal way to solve the problem), the stage of "emotional response to the demands of the task" (countering those requirements which are determined by the content of the task, the manifestation of the discrepancy between personal orientation and individual orientation that required by the job), "open exchange of interpretations," explained the author as a task group stage, which is the maximum amount that allows an alternative interpretation of information, "decision" – a stage in which there are constructive attempts to successfully complete the task.

Practical interest has the question of the relationship orientation activity group members and cognitive performance found in the performance of group learning task. That task becomes a manifestation of the direction and at a combination of certain conditions receives additional features: promotes awareness of each one's perspective, development initiatives, the ability to use your intellect develops communication skills. It also helps in such a training participants analyze real situations highlight the basic skill, formulate the problem, simulate complex situations where the most capable expert is unable to cover all aspects of the problem, can demonstrate characteristic of most problems multiplicity of possible solutions.

Willing to group interaction based on the preparation of certain members of this process taking values in the form of benefits overall objectives and motives of significant activity, forming indicators of cohesion in general. A detailed description of the mechanism of cohesion we find in I. Vachkov, who argued that group cohesion – a measure of strength, unity and stability of interpersonal interaction and relationships in the group. The author identifies the factors that contribute to the development of group cohesion: common interests, attitudes, values, orientation of group members, a sufficient level of homogeneity of the group; atmosphere of psychological safety, an active, emotionally intense joint activity should be aimed at achieving the goals that are important for each participant, stable group dynamics [10]. Considering the phenomenon of transformation collective value orientations, A. Petrovsky showed cohesion as value-orientation unity is characteristic of intra

connections, which shows the degree of match ratings, attitudes, positions the group towards objects (people, tasks, ideas and events), the most significant for the group as a whole. Group cohesion goes through several stages, which differ one of the characteristics: focus group members in a social situation, the formation of common values; in mutual members; consolidate personal positive relationship between most of them, the transformation group agreed active community.

As we can see, the question of group cohesion associated with meaningful activities – group training tasks, which is important functioning and development of the group. This brings us back to the previous communications group learning objectives and parameters of the small groups. Performance group cohesion and performance indicators of group tasks can be linked: because the development team member comes down not only to gain experience, it depends on internal conditions contained in the decisions, actions, resistance level cohesion evaluations, attitudes, positions about his decision. In describing small group basis for its integrity remains subject design as group learning task. Semantic essence of the task reflects the existence of a small group, with the parameters of operation: directional activity of its members, cohesion indicators in the form of emotional appeal of unity of purpose in solving the problem, the willingness to interact within a small group.

**Conclusions.** Therefore, we conducted the study indicates the need for group learning task in joint ventures, in which students are included in concerted action to resolve it, is the interdependence of the group members, which manifests itself in the form of cooperation in the implementation of group goals are achieved through a content problem, and method of evaluation of the group.

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