

Group Performance and Intergroup Relations

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Abstract— The value systems underlying competitive and individualistic situation exist as a hidden curriculum beyond the surface of the school curriculum. The value system can influence social and cognitive development of children, adolescents, and young adults. The research was conducted by experiment design. The instruments was questionnaires. The subjects were students of Airlangga University. Hypothesis of the research was: intergroup relations, intercultural contact, and acculturation could be improve group performance, specifically psychological health. The results showed the psychological health team performance with interdependence was the best, followed by the performance of dependence and independence social.

Keywords—group performance, psychological health, intergroup relations, intercultural contact, acculturation

I. INTRODUCTION

Values can be defined as enduring beliefs that a specific mode of conduct or end state of existence is personally or socially preferable to an opposite or converse mode of conduct or end state of existence (Nelson & Quick, 2008)[1]. In another statement, stated that value is shared ideas or standards about the worthwhileness of goals and lifestyles[2]. Values is a beliefs about what is worthwhile. The value systems underlying competitive and individualistic situation exist as a hidden curriculum beyond the surface of the school curriculum. The value system can influence social and cognitive development of children, adolescents, and young adults. Value of interdependence is very important for group performance psychological health. Each type of interdependence has a set of a values inherently built into it and those value determine whether diversity is viewed as positive or negative. When a situation is structured competitively, individuals work against each other to achieve a goal that only one or a few can attain [2].

Individuals' goal achievements are negatively correlated; each individual perceives that when one person a chivement his or her goals, all others with whom she or he is competitively linked fail to achieve

their goals. Thus, individuals seek an outcome that is personally beneficial but determined to all others in the situation.

Performance is most often thought of as task accomplishment. The term of task coming from Taylor's notion of a members or a worker's required activity[1]. Based on the definition of performance so we can define group performance as a group task accomplishment.

Group performance in this study were applied in Airlangga University students. The students were divided into three different groups. The three different groups were Jawa ethnic, Batak Sumatra ethnic, and Bugis Sulawesi ethnic. The purpose of this research was to test cultural explanation ethnic difference in success and well being in school. In this 21st century, all the part of the world are multicultural. Specifically, we can see that in the Indonesia there are diverse social and cultural backgrounds. In this multicultural society social interdependence relationship is very significant. In managing social interdependency, individuals must correctly perceive whether interdependence exist and whether it is positive or negative, be motivated accordingly, and act in ways consistent to normative expectations for appropriate behaviour within the situation.

The research approach of this research was quantitative research paradigm. The quantitative research is a research approach with statistical emphasized. The design of the research was conducted by experiment design. In the experiment design, researchers carefully design situations in which researchers studies the impact of certain variables on subjects' behaviour. The experiment research search for explanatory or causal relationships.

The subjects who were participate in the research were students of Airlangga University, Surabaya city, East Java Province, Indonesia (10 students of Java ethnic, 8 students of Batak Sumatra ethnic, 5 students Bugis Celebes ethnic). Surabaya city is a region with multiethnic population. The multiethnic population can be seen also in the Airlangga University.

The sampling technique used in this research was multistage sampling. The instrument of the research was questionnaires. The questionnaires were distributed through the first harvest during the season. All the items of the questionnaires were valid in the try-out procedures. The real experiment were conducted in the second. The collected data were analyzed t-test technique

II. RESULT AND DISCUSSION

The productivity of organization requires the concerted and coordinated efforts of the a number of work units. Competition in organization may affect the coordination among individuals or groups, thus lowering productivity despite relatively high levels of motivation in the members or in the workforce.

Intercultural contact means cultural contact among different cultural groups in a society. In this research, the cultural contact was among different cultural groups in one of Indonesia society, ie. Surabaya region.

Acculturation is a cultural change that occur whenever members of two cultural traditions come into contact. Acculturation is the process of assimilating, blending in, and taking on the characteristics of another culture [2]. Acculturation refers to the process of adapting to a different culture. Over the years, several theoretical models have been developed to assess the process of acculturation, including changes in attitudes, values, behaviours, language, and cultural identity.

One important component that helps improve cooperation among work group members is the degree of task interdependence. The degree of task interdependence is the degree to which an individual's worker's task performance depends on the efforts or skills of others. Many research has shown that task interdependence fosters positive feeling about workers and improve cooperative behaviour in work groups. It can increase group members' satisfaction. Presence of competition group members will help facilitate work performance [3].

Based on above theoretical review and previous finding, it can be hypothesis that intergroup relations, intercultural contact, and acculturation could be improve group performance, specifically hypothesis [4].

Conclusion of the key point from this research there are:

The results of the research were:

1. Working cooperatively and interdependently among intercultural members (peer) in group

has greater performance than group which the members work with competitive situation and independently.

2. Intergroup cooperative attitudes are highly correlated with a wide variety indices of performance psychological health.
3. Competitiveness was in some cases positively and in some cases negatively correlated to psychological health.
4. Cooperativeness is positively correlated to a number of indices of psychological health, such as emotional maturity: well-adjusted social relations, strong personal identity, ability to cope with adversity, social competencies, and basic trust in and optimism about people
5. Personal ego-strength, self confidence, independence, and outonomy are all promoted by being involved in cooperative efforts.
6. The psychological health team performance with interdependence was the best, followed by the performance of dependence and independence social.

III. CONCLUSIONS

The conclusions of the research can be described as follows:

- 1) Working cooperatively and interdependently among intercultural members (peer) in group has greater performance than group which the members work with competitive situation and independently.
- 2) Intergroup cooperative attitudes are highly correlated with a wide variety indices of performance psychological health.
- 3) Competitiveness was in some cases positively and in some cases negatively correlated to psychological health.
- 4) Cooperativeness is positively correlated to a number of indices of psychological health, such as emotional maturity: well-adjusted social relations, strong personal identity, ability to cope with adversity, social competencies, and basic trust in and optimism about people.
- 5) Personal ego-strength, self confidence, independence, and outonomy are all promoted by being involved in cooperative efforts.

The psychological health team performance with interdependence was the best, followed by the performance of dependence and independence social

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