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Effect of interpersonal relationships on the quality of joint activities in a collective

According to numerous studies of Russian psychologists, the normal interpersonal relationships in the team contributes to high labor productivity, prevent conflict situations, have a direct impact on the quality of the joint venture. This is due to the fact that the balanced interpersonal relationships positive emotional support to the team.

It is estimated that productivity growth is directly dependent on the good mood and working up to 5-10% of the average. Conversely, a bad mood by the same amount from the average level reduces productivity. Thus, depending on the mood of the working, it can range from 10 to 20%. Consequently, the working mood can be regarded as an important industrial factor. Mutual respect and mutual attention to the individual staff member present in normal morale and relationships are the norm.

Psychologists who have studied the activity of the individual in the group of students concluded that the main motive of activity in high school is to provide professional knowledge. Studying the influence of the group on the success of student learning, L.P. Panasenko (1974) argues that the nature and the power of influence on student academic group depend on the psychological climate. L.K. Rahmatulina (1975) emphasizes that optimal psychological relationships in the team contribute to the greatest success in learning activities, team members receive maximum satisfaction from their activities.

Investigation T.V. Pelevine (1972) shows that students feel the impact of the group is more than just teaching and research activities, the impact is reduced to 4-5th rate.

Mutual influence as a change of thinking and assessments under the influence of others may be situational, but in general it is constant. As a result of repeated changes of opinions and assessments is the formation of stable relationships.

Sympathy and positive results of the joint make people more open, allowing them to adequately assess their relationship. Dislikes and does not give meaningful results joint activities significantly reduce the level of relations, which is a consequence of the formation of a sort of "filters" that limit the interference. This leads to a certain disharmony, imbalance in the relationship.

In studies of military scientists psychologists also settle on different-governance analysis of the impact of interpersonal relationships on military co-operation.

V.P. Lazarev (1984) showed that the better the socio-psychological climate of the military collective, the greater the performance of the personnel department and the higher the level of combat readiness.

V.V. Fedotov (1987) considering the problem of the relationship of the primary military collective and their impact on the effectiveness of training and combat operations said the nature of the dependence of the effect of the relationship on the effectiveness of joint activities mainly on the shape of the functional interaction of the military in the implementation of training and combat tasks. Thus, in the form of interacting co-organization of military labor relations impact on its progress and results shown you, than those obtained by co-individually or jointly-sequential organization of military activity.

Also V.V. Fedotov revealed by the nature of the flow relationships are not only formally specified requirements, but also functional interaction of military, personality, and level of claims, as well as the norms and traditions of the military collective. In addition, they proved that the effectiveness of military training

activities primary military staff is mainly determined by the level of development of the most important factors-deterministic dominants relationships as target identification and motivation of unit, his emotional cohesion, leadership style, satisfaction with every serviceman their psychological status.

A.I. Kvasyuk (1994) examining the effect of the relationship on the effectiveness of officers divisions of their joint activities shows his character is ambiguous. They found that the nature of the relationship, their level can both improve and impair the efficiency of the joint venture. According to the author, there is an optimal area of relationships, in which the efficiency of the highest.

In studies of military scientists who have studied various aspects of conflict relations in groups, also revealed different aspects depending on the quality of the joint and individual activities on the degree of implementation of the resolution or purposeful work on conflict prevention in small groups. As a rule, the quality of joint activity with officers after the conflict resolution becomes better (A.Ya. Antsupov, 1993; A.I. Shipilov, 1993; Yu.I. Miagkov, 1994; A.Yu. Kulikov, 2000).

However, we found no significant impact of conflict on the quality of the activities of opponents and livelihoods collective cadets and students of higher education institutions (I.A. Lamanov, 1997; V.V. Sineok, 1997). Relations in the period of study at a military school are inextricably linked with communication and collaboration activities. They are accompanied by mutual exchange of thoughts, feelings and actions, which in turn leads to an agreement (disagreement) in interpersonal relations and the establishment of a certain level of relationships inherent in each period of study. Conflictual relationship cadets and military students, as a rule, are not related to the nature of their activities.

In general, we note that the positive impact of conflict on the quality of the activities of groups is as follows:

- conflict serves as a means of strengthening the social life of a group or society. It supports social activities of people helps to prevent stagnation, is a source of innovation and development;
- conflict highlights the unresolved problems in the group. With the help of a manager or group govern the behavior of individuals. Conflict can be a tool of preventive punishment of unfair behavior;
- conflict probes public opinion, the collective mood, social setting. Exposing contradictions, conflicts are updated by humanistic values. Generally increased labor discipline, leaders are more responsive to the needs of subordinates, relieves tension in the relationship, set a friendly atmosphere;
- as a basis for conflict is the denial of the previous relationship between the parties, the conflict can contribute to the creation of new, more favorable conditions to which it is easier to adapt the members of the group;
- the conflict can function as a cohesive group in the face of external difficulties (K. Campbell);
- in research teams conflicts arising domain-cognitive activity of their members, create intellectual and emotional tension that accompanies the collision of different strategies of exploratory behavior that contributes to finding productive solutions.

Summarizing the results of research by scientists of the problem we note that interpersonal conflicts in organizations have a positive impact on the effectiveness of joint activity is almost three times more often than the negative.

At the same time should be allocated different aspects of the negative impact of the conflict on the quality of life group:

- conflict is inevitably accompanied by a breakdown in communication, relationships within the team and the organization;
- frequent conflicts weaken the value-orientation unity of the group, leading to a reduction of group cohesion;

- during the conflict in almost every third situation is deteriorating as a joint activity of the group (D.L. Moiseev, 1997). At the conclusion of the conflict has worsened the quality of joint activity in 15-16% of the time (A.Ya. Antsupov, 1992; A.I. Shipilov, 1993). This happens in cases where the conflict is not resolved and gradually fades; their goals achieved opponent who was wrong; conflict became prolonged, and the victory of the right opponent was "Pyrrhic victory"; embroiled many members of the social group in this conflict.