

PROGRAMMES IN GROUP WORK

(a) **Meaning and Importance of Programme in Group Work**

Programme is a concept which broadly includes the entire range of activities, relationships, interactions and experiences which have been deliberately planned and carried out with the help of the group workers to meet the needs of the individuals and also groups and communities. Much of programme planning is discussed and group must be held to discover and use their own resources in order to make the programme more and more effective. In programme making the group worker should keep in mind that the programme must be out of the needs and interest of the group members. It is the group workers' main duty to see the age, central background and also the economic differences of the group members. Whenever a programme is made, there every individual is given chance to experience and express his Interesting inherent values among the group members. In order to make the programme more effective the programme's rules and regulation must be flexible and varied to satisfy a variety of needs of the group. It must involve from simple to complex. By keeping all these points in mind a group worker can guide and lead the people to make their programme a better one.

Importance of programme in group work involves so many essential points which are very important for the programme. The first importance of programme in group work is to develop a good personality. Unless and until a person is not developed in his personality, he cannot do a better work for the other people. So, the group programmes are the ones which provides these kinds of opportunities. The second point is to socialize the people who do not know anything about the progress of the society and who are not aware of their life in the society. So, the programmes are conducted by the group workers to make aware people in the villages. The third point is to integrate the goals and achievements of the group members. The group members are integrated by conducting different programmes to achieve their goals. The fourth point is to unite the group members in achieving the goals. In a programme, the group members are given more stress to unite their group and make their group more strong. Because when the group is united then they can do even the difficult work more easily. Therefore, the unity among group is very much important. Another importance of programme in group work is to establish and develop a good relationship with others. There are many people who do not have a good relationship with one another. So, this kind of programme makes them to reconcile one another and make their relationship more strong with one another. And the last point of the importance of programme in group work is to make a settlement of conflicts among the people and to control their conflicts with one another. This is very important in any group that unless the conflicts are settled there cannot be a good and a healthy relationship in the group, so by organising programmes by group worker the problems are solved and establish peace and harmony in the group.

(b) Programme Planning and Programme Development

(i) Programme Planning

Programme planning means helping the members to plan the programme discovering and arousing interests relevant to age socio-cultural economic and educational backgrounds and using the environment to its maximum. The various people in the neighbourhood can be tapped as resource persons and even talented group members can be used to demonstrate skills. The workers should know to work within the limitations imposed by programme materials, roles and situations, agency and community resources, finances and time. The group worker enables members to plan programmes by observing listening and acting, visiting consulting analysing and recording them. It helps him to gain insight in members, needs and forms of work. The workers forte will be in Teaching programme activities and leading the group in such a way that the members enjoy participation, and opportunities for involvement are created even among the less dominant ones.

ii) Programme Development

The democratic process of consulting the people and helping them by the methods of different programmes about their needs and involving them in decisions about priorities which increasingly constitutes the core of programme development objectives, must obviously also be embodied in appropriate political forms and local and national administrative structure/ The place of programme development in this wider structure of local and national life and that which is probably unique to programme development is-a consciously planned, directed and evaluated endeavor to precipitate and guide desired social change.

Success in programme development demands that the people emotionally identify themselves with these kind of programmes. Such identification gives programme development, the character of a movement providing strength and a sense of purpose to the current of change over a whole country. Programme development are being formulated from whole the outset as a long-term programme of rural development forthe whole village or even the whole country

(c) Importance of Programme in Group Work

Programme is the concept which broadly includes the entire range of activities relationship interaction and experiences which have been deliberately planned and carried out with the help of the group workers to meet the needs of the individuals and groups. Much of programme planning is discussionaL and groups must be helped discover and use their own resources. Following are the importance of programme in group work:

- (i) The success of social group work depends upon the nature of programme and the way in which the group members make use of them.
- (ii) Any individual value that a person learns through group work is through various programmes.
- (iii) Activities provide a chance to express friendliness and affection as well as indifference or open hostility towards others.

- (iv) Integration of the group is achieved through activities:
- (v) Programme context provides a Centre around which the members come together.
- (vi) It helps individuals to establish and develop relationships
- (vii) Planning of the programme provides opportunities for the members to make and carry out discussions and to accept responsibilities.
- (viii) The programme activities themselves sometimes provide pattern for setting conflicts and establishing contacts.

(d) Role of Group Worker in Programme Planning

A social group worker has to perform following roles in the process of programme planning:

- (i) Helping the members of the group to plan the programme
- (ii) Discovering potentials and arousing interests within the individuals of the group.
- (iii) Extensively using the environment to stimulate new programme activities. The equipment and facilities of the agency may be like games room, record player, library, swimming pools, natural atmosphere, etc. The members themselves may bring out their own talents of singing, playing, etc. which is also a part of environment.
- (iv) Using limitations in a right manner. There are limitations imposed by materials, rules of the agency and situations. Limitations imposed by resources and facilities also has an important place in the programme planning. For example, the handicapped people may prove to be a failure in their performance of certain activities as compared to the normal people. In such situations the group worker has to guide the members to take up responsibilities where they may not fail.

(e) Group and Group Relations

It is now generally recognized that it is of basic importance to social workers to know how to use knowledge of group process. Some of the ground covered here will thus require to be reinforced in the methods courses and in the field work. The subject matter will include the nature of groups, with group participation considered as being inherent in human nature, since group life is antecedent to the emergence of the separate individual in the society. This indicates that group membership is essential for individual development and mental health, because it affords opportunities to satisfy the basic human needs for mutual relationships, achievements security and recognition.

An analysis of the actual processes of group life will include study of the impulses which brings people together, how groups are formed, the purpose which different groups exist to fulfil, the natural history of a group and between different groups. The various types of groups would include such typical group formations as face to face groups, reference groups, peer groups, acceptable and disadvantaged groups, minority groups, groups which are held together by their social isolation, groups which are formed for a specific purpose and then

disintegrate or agree to break up, groups which endure over generation, and groups based upon conscious selection, or upon proper inquiry

The values of group membership to the individual may also be studied developmentally, starting with the primary group of the family, and going on through the natural play groups of childhood, school groups. The one sex and tetra sexual companionship and interest groups of adolescence, through which social skills are learned and initiation into adult society is facilitated, to the varied adult work, leisure, interest and social groups, and the closing circle of old age. The amount of social nourishment which the normal individual receives from satisfying group life throws light on the effects of impoverishment of group and social life, resulting in the anomie and rootlessness, the absence of a sense of belonging and of defined roles, status and expectations in society which sometimes result from the rapid growth of urban areas.

(f) Use of Programme Media

Largely because of its early linkages to the field of recreation, group work has recognized the value of additional types of activities in pursuit of change goals. Often, group workers introduce varied tasks and programmes supplement discussion, depending on to the particular composition and goals of the group. Since verbal abilities are less developed among younger children, games and craft activities have been effectively used as part of their programme, with adolescents and adults, on the other hand a number of social activities and planning for group action are found effective. Within institutions client groups can be helped to explore problems of the social milieu by being permitted to undertake limited self-government. Many messages for social development and conscientization are given through the use of folk media in villages and urban community groups. All these programme activities extend the opportunities for meaningful interaction among clients, significant involvement with social tasks and acquisition of valued interpersonal skills. For any of the types of models or approaches of groups referred in any setting of group work practice, one or a combination of the following programme activities can be used for diagnostic problem-solving or treatment purposes.

i) Play

The use of all types of games (physical, intellectual, memory, sensory) including playing with blocks, toys, sand and water, in the case of young children.

ii) Drama

Mime, use of puppets and masks and role-play: In these members of the group are asked to act various parts which have significance to their problems or difficulties. Individuals thereby gain insight into their own behavior and that of others.

iii) Music and Crafts and Arts

The former which can be vocal or instrumental or a solo or group basis provide an outlet for all varieties of human emotions whereas the thorough work with diverse materials such as wood, clay, paper, straw or paints, give ample scope for self-expression, creativity, balance and harmony/

iv) Talk

This is the action most people associate immediately with group activities especially of a problem-solving or therapeutic nature dealing with critical topics related to the client's personal lives. Induced in this activity are small group discussion, lectures, seminars, conversations, sensitivity games and encounter sessions. (A much mode of communication, talk is an essential part of most of the other activities).

v) Movement

This kind of activities are being used, as counter to the rather over-emphasized verbal communication just referred to Activity includes exploration of touch, non-verbal communication, dance, mime and physical encounter.

(vi) Work

This activity speaks for itself and covers projects and tasks of all kinds of complexity which involve an ongoing process of co-operative endeavor.

(g) Effective Programme Development Process

Some of the pre-requisites of effective programme development process are as follows:

- i) Programmes should grow out of the needs and interests of the individuals who compose the group, eg youth children, adult, etc.
- ii) Programme should take into its account the factors such as age of group members, cultural background and economic differences.
- iii) Programme should provide individuals with experiences and opportunities which they voluntarily chose to pursue because of their inherent values
- iv) Programmes should be flexible and varied to satisfy a variety of needs and interests and to afford a maximum number of opportunities for participation
- v) Programme should evolve from the simple to more complex level, with movement coming as a result of group growth in ability and readiness.

(h) Programme Evaluation

Programme evaluation is a very important part of group work process. There must be the proper evaluation of each individual within the group and the group as a whole through various programmes. Programme evaluation can be done in following ways:

- (i) Observing by listening to suggestions and actions of individuals and group, facial expression and tone of voice, etc.
- (ii) Analysing various situations and regarding the progress of activities and the individuals.

(iii) Visiting and consulting the family, school, and other community sources as per the requirement of the process. Home visits gives insight into the members' family relationship, values, interests, etc.

(iv) Teaching and leading the group for growth and progress.

(v) Helping individuals within group to gain skills to cope up with the activities.

(vi) Helping the members to lead various activities by endowing them with different duties and responsibilities.

(vii) Making use of experts and specialists in certain activities and taking their assistance in the activities for growth and progress of the group.

(viii) The social group worker himself should be a specialist in some areas at least one evaluates the whole process.