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This dissertation is dedicated to Roan and Jenna, and to all my family.

DECLARATION

I, the undersigned, hereby declare that this dissertation entitled, "The systems psycho-dynamic manifestations in a self-managing corporate group" is my own work, and that all the sources I have used or quoted have been indicated or acknowledged by means of completed references.

V J HAMMOND

DATE

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SUMMARY

THE SYSTEMS PSYCHO-DYNAMIC MANIFESTATIONS IN A SELF-MANAGING CORPORATE GROUP

by

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This research explored the systems psycho-dynamics or group dynamics manifesting in meetings of a self-managed group within a bank. It also investigated the influence of these dynamics on the group's intra- and intergroup relationships..

The literature review explored the dynamics manifesting in groups in general, and reviewed relevant research that has been conducted. A qualitative study explored how these dynamics are manifesting in this group and how they are influencing the intra- and intergroup relationships.

The results indicate that there are complex system psycho-dynamics manifesting in this self-managed group. They are influencing its intra- and intergroup relationships and rendering the group less effective in terms of its achieving its primary task.

KEY TERMS: Group dynamics, basic assumptions, defense mechanisms, anxiety, authority, leadership, boundaries