

Managing conflict in organizations

Quorum Books - 5 Ways to Manage Conflict in the Workplace



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5 Ways to Manage Conflict in the Workplace

Individuals and groups should be encouraged to communicate openly with each other, so that misunderstandings can be removed and they are in a position to understand the problems of each other when necessary. Conflict Resolution : ADVERTISEMENTS: There are four methods of resolving conflict — forcing, problem-solving, compromise and avoidance.

5 Ways to Manage Conflict in the Workplace

In addition, compromise may be the only practical way of handling a situation, in which two equally strong and persuasive parties attempt to work out a solution.

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Intergroup conflict usually involves disagreements between two opposing forces over goals or the sharing of resources.

Conflict Management in an Organisation

It is possible only if the parties to a conflict recast it as a problem solving situation. Establish and maintain a low conflict, low stress climate, with cooperation as the norm. Each of these types of conflict is usually triggered by different factors, and each can lead to very different responses by the individual or group.

Conflict in Organizations: Basic Considerations

Such a lack of concern may lead to lack of influence and recognition.

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