

Managing Conflict

An Interdisciplinary Approach

Edited by

M. Afzalur Rahim

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Managing Conflict An Interdisciplinary Approach:

Managing Conflict M. Afzalur Rahim, 1989-01-12 An important contribution to the literature of organizational behavior and communication this volume explores the strategies and issues involved in conflict management The contributors represent a variety of academic disciplines and their treatment of the subject is both comprehensive and multidisciplinary in nature Taking as their focus the premise that certain types and levels of conflict can have positive consequences the authors present an in depth look at the techniques available to manage conflict within organizations and groups between individuals and among nations The volume is divided into five major sections each addressing a particular aspect of conflict management In Part One the contributors look at organization conflict examining issues such as interpersonal conflict on the job the nature of destructive criticism and different styles of handling conflict The second section addresses the critical relationship between communication and conflict with separate chapters devoted to communications theory divorce mediation the role of argumentation in bargaining and bargaining strategies Subsequent sections discuss negotiation and mediation while the final section provides an integrated perspective on conflict management theory and practice Each section begins an introductory essay that sets the following papers in context making this an ideal set of readings for courses in organizational behavior resources management and communications

Managing Conflict in Organizations M. Afzalur Rahim, 2000-12-30 This revised and updated edition of Rahim s classic work on managing conflict in organizations presents new evidence that suggests contrary to generally accepted views that organizational conflict need not be minimized or avoided in all cases Some conflicts are functional and others are dysfunctional Substantive or task related conflict is functional for nonroutine tasks but affective conflicts are dysfunctional irrespective of the task conditions Classifying conflicts as intrapersonal interpersonal intragroup or intergroup Rahim explains how to diagnose conflict how to intervene effectively and how to handle all the different types of conflict that typically arise in organizations Rahim s systematic approach to conflict management identifies five styles of handling conflict integrating obliging dominating avoiding and compromising These styles may be used in the course of an intervention a technique that enables managers to minimize affective conflict while attaining and maintaining a moderate amount of substantive conflict at the individual group and intergroup levels Rahim s book will be of interest to scholars students and practitioners in management organizational psychology human resources management and communication

Managing Conflict in Organizations M. Afzalur Rahim, 1992-10-30 This is a revised and updated edition of Rahim s classic work It provides a systematic approach to the management of organizational conflict Conflict in organizations is classified as intrapersonal interpersonal intragroup and intergroup The management of these four types of conflicts involves according to Rahim the diagnosis of and intervention in conflicts A diagnosis provides the basis for intervention and intervention is needed to maintain a moderate amount of conflict at the individual group and intergroup levels This enables the organization s members to learn Rahim s five classic styles of handling interpersonal conflict

integrating obliging dominating avoiding and compromising so that they can deal with different situations effectively This new edition will be of interest to scholars students and practitioners in management organizational psychology human resources management and communication The SAGE Handbook of Conflict Communication John G. Oetzel, Stella Ting-Toomey, 2006-01-18 The SAGE Handbook of Conflict Communication Integrating Theory Research and Practice is the first resource to synthesize key theories research and practices of conflict communication in a variety of contexts Editors John Oetzel and Stella Ting Toomey as well as expert researchers in the field emphasize constructive conflict management from a communication perspective which places primacy in the message as the focus of conflict research and practice

Organizational Psychology in Cross Cultural Perspective Colin P. Silverthorne, 2005-01-01 The last two decades have seen an explosive increase in the ethnic diversity of the workforce growth in international business and the emergence of many more multinational companies The potential for problems as companies operate across borders and managers manage in countries which have different values norms and cultural behaviors is great By looking at organizational psychology in a cross cultural context we can gain an understanding of the challenges facing organizations and business today This text breaks new ground in introducing organizational psychology from a cross cultural perspective It provides a foundational overview of the current major theories in organizational psychology and illuminates the impact of cultural differences on organizational dynamics It also makes available specific research concerning our current understandings of how these dynamics play out in particular regions and countries such as autocratic versus democratic leadership styles in Africa and Europe or conflict management in Asia The volume offers a welcome introduction to the topic to those in industrial organizational psychology international relations and management and international business MBA programs focusing on international issues *The Negotiator's Fieldbook* Andrea Kupfer Schneider, Christopher Honeyman, 2006 This book provides a comprehensive reference guide to negotiation and mediation Negotiation skills can be learned everything from managing fairness and power and understanding the other side and cultural differences to decision making creativity and apology Good negotiation is best approached from a multidisciplinary perspective that combines the best of theory and practice Post-Conflict Studies Chip Gagnon, Keith Brown, 2014-07-11 This book examines how the violence of conflict is transformed in the post conflict period Post conflict studies seek to illuminate theorise and narrate the processes by which societies transition from periods of overt and violent conflict to periods of relative stability and peace Most of the research carried out on post conflict societies has taken place within disciplinary bounds In contrast this volume breaches those boundaries though each author is grounded in a particular discipline the chapters have been written in a spirit of interdisciplinarity The focus of the volume is how the violence of conflict is transformed in the post conflict period into processes that the editors have categorised as criminalisation medicalisation and missionisation Comprised of essays written by a diverse group of scholars and activists from anthropology political science international relations law education religion

and military history each section of the book looks at the concept of post conflict in a way that problematises its common usage and highlights the importance of strongly interdisciplinary research into post conflict societies This book will be of interest to students of war and conflict studies peace studies security studies and IR in general *Groups at Work* Marlene E. Turner, 2014-04-04 This book has two purposes First it is fundamentally about groups at work both as they attempt to accomplish their goals and as they operate in organizational settings Second it draws together group researchers from social psychological and organizational studies Each chapter focuses on a central issue regarding groups as they work and examines that issue by drawing from both social psychological and organizational research Thus this book centers on the convergence and divergence of these two fields **The Annual Review of Conflict Knowledge and Conflict Resolution**, 1989 *Handbook of Public Administration* James L. Perry, 1996-02-16 Immediate and immensely readable this masterful account is at the same time a work of major biographical scholarship John Sutherland penetrates into the darker areas of Scott's life in a sceptical yet sympathetic spirit bringing the massive oeuvre and the chronicle of the life into manageable proportions one illumining the other Scott the Great Unknown has always presented challenges to the biographer Layers of myth continue to protect him from posterity There is also the sheer size of Scott's achievements as poet novelist man of letters and self made Laird of Abbotsford Sutherland justifies Scott as a writer to be read and understood today as much as in his heyday in the nineteenth century Conflict Management in Higher Education Susan A. Holton, 1995 A review of strategies for resolving conflict in higher education institutions looks first at traditional mechanisms such as student conduct committees and grievance systems faculty grievance mechanisms arbitration and litigation and then examines conciliatory methods including mediation systems for handling student faculty and staff disputes use of ombudsmen and institutional conflict resolution services conducted off campus **Applying Conflict Resolution Methods in the Field** Camille M. Tischler, 1996 **When Do Employees Choose Deceptive Tactics to Stop Unwanted Organizational Change?** Anand Desai, Debra L. Shapiro, Nicholas George Hall, Paul C. Nutt, Roy J. Lewicki, 1994 □□□□□ Taehan Min'guk Kukhoe Tosŏgwan, □□□□□□□□□□, 1990 A Test of the Dual Concern Theory and Power Differential Effect on Information Seeking and Outcomes in a Negotiation with Fully Integrative Potential Sachiyo Morinaga Shearman, 2004 **Ohio State Journal on Dispute Resolution**, 1998 **The Multi-Dimensions of Industrial Relations in the Asian Knowledge-Based Economies** Sununta Siengthai, 2010-06-10 This collection of work by leading scholars investigates the impact of the globalization process on some selected Asian economies and societies With particular focus on the role of institutional factors such as labour unions or workers associations case studies are presented on labour management relations at the workplace that have evolved to cope with globalization The cases describe labour institutions in the society as a social force that acts as a catalyst for societal democracy and for industrial democracy at the workplace These cases provide descriptions of the changes in the management's stance and approaches towards labour unions in the selected countries as well as at the organizational level

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This book delves into Managing Conflict An Interdisciplinary Approach. Managing Conflict An Interdisciplinary Approach is a crucial topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Managing Conflict An Interdisciplinary Approach, encompassing both the fundamentals and more intricate discussions.

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 - Chapter 3: Managing Conflict An Interdisciplinary Approach in Everyday Life
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