

Conflict management and negotiation essay samples

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Q. Define the terms conflict management and negotiation. How are these terms related?

Conflict is defined as a situation that arise from incompatibilities among two or more parties. When there is some incompatibility between some individual and group, then the situation is called conflict situation. Conflict can be good to an acceptable level but too high level of conflict can be harmful as it reduced the efficiency and productivity. So, conflict management is an important management function. Conflict management means the process of reducing the incompatibilities. Conflict management is a process of identifying the conflicts, the cause of conflicts and then take the steps to reduce the incompatibilities of the parties to suppress the negative results of conflicts while fostering the positive outcomes of conflicts.

Negotiation means the method adopted to resolve the conflict. Negotiation is a process whereby two or more parties involve themselves in discussion and reach an agreement to solve the conflict. Negotiation serves as a means to achieve the common ground or to reach an agreement through collective discussion to resolve the conflict.

Conflict management and negotiation are closely related to one another.

When there is a conflict, one of the commonly adopted method of conflict resolution is to reach to an agreement or find a common ground where both conflicting parties agrees (Corvette). This is done through negotiation. Both the conflicting parties discuss about their problems and try to reach an agreement. This is done through negotiation. Negotiation is an important method of conflict management. Negotiation brings two or more conflicting parties together, provides them a room to discuss about their problems,

make an agreement that is acceptable to all the parties and end the conflict. So, conflict handling or conflict management is done effectively through negotiation.

Works Cited

Corvette, Barbara A. B. Conflict Management: A Practical Guide to Developing Negotiation Strategies. Upper Saddle River: Pearson Prentice Hall, 2007. Print.