

Conflict essay example

[Business](#), [Management](#)



Arguably, not every society in the world can avoid conflict. In fact, conflict is part of human nature. Conflict among organizations and individuals is an unavoidable aspect of daily life. Many scholars assert that conflict is inevitable. Perhaps, understanding how it escalates and starts entails progressive strategy in using it to the advantage of those concerned. Conflict refers to a situation in which groups and people think, or have incompatible goals and objectives. Conflict is a wide concept, but many people believe only violence and war is conflict. However, conflict takes place in all levels of society and in all situations. Generally, organizations, individuals and people experience various types of conflicts every day (Philips, 2007).

As a matter of fact, conflict escalation is a steady regression from immature and mature level of various emotional developments. Certainly, the psychological course develops from one step to another. Conflict escalates in various stages, and each stage has various characteristics. Some conflict escalates for a good cause; good relationships face at times conflict. In most cases, parties look for solutions cooperatively and objectively. Furthermore, ways that conflict escalates include complaints, passive resistance, active resistance, assaultive, as well as use of lethal force (Wandberg, 2005).

Undeniably, the organization of society is in a way that it has both root causes and factors that may escalate conflicts. Unjust and unequal treatment of individuals in the community could lead to conflicting situations. For example, if leadership and opportunities in the nation do not represent the members of the entire society (Philips, 2007). Other scholars assert that, conflict is as a result of arithmetical progression of resource supply and geometrical progression in population increase. Due to imbalance

in population and resource allocation, individuals will struggle to survive leading to conflict.

Conversably, individual differences in society cause conflict. As a matter of fact, people in society are different in nature and have variation on issues such as ideas, aspirations, attitudes, as well as interest. Therefore, this difference puts them in a situation that they cannot accommodate each other, leading to conflict. Additionally, cultural issues could tremendous cause conflicting situations (O'Rourke & Collins, 2008). Culture differ from one community to another, this variation sometimes causes tension. Among these communities, there are various interests among individuals, making conflict inevitable.

Social change is part of societal growth and progress. Nevertheless, the rate in which social change escalates may lead to the uprising of conflict. In the 21st century, there are various conflicting scenarios between the old norms and the new generations. Conflict expresses a state of social disequilibrium among the parties. Other core causes of conflict include, political discrimination, identity and ethnic affiliation, economic issues, as well, as modernization.

Addressing conflict in society is very important. In fact, addressing conflict is crucial in achieving enhancing productivity, as well as organizational effectiveness. In society, most individuals and organizations suffer from chronic patters of conflicts that have never been resolved. This may cause dysfunction among the conflicting parties. Hence, addressing conflicts resolves issues and ensure that there is normal functioning in the society.

Generally, addressing conflict is crucial because it increases productivity, reduces costs, increase collaboration, as well as bringing satisfaction (Wandberg, 2005).

The existence of conflict in an organization, among individuals, and in the government is not a bad thing. Certainly, when conflict is resolved effectively it leads to development and growth at professional and personal level. Nevertheless, effective resolution of conflict creates a difference between negative and positive outcomes. When conflict is resolved effectively, it leads to positive impacts; hence, it justifies on the occurrence of the conflict (Philips, 2007). Effective conflict resolution leads to unbelievable benefits such as increased understanding, group cohesion, and improvement in self-knowledge. The strategies used to effectively resolve conflict, expands the awareness of people on issues, strengthening of bonds, prevent fights, as well as providing them with insights on how to achieve cooperate and personal objectives.

However, poor handling of conflict could lead to a negative outcome. In fact, conflicting objectives may promptly turn to be organizational and personal dislikes. The teamwork among the parties is broken, talent wasted, as well as tremendous decrease in production. Individuals in society should understand and appreciate the existence of competition, and uniqueness. Perhaps, these will lead to collaboration, accommodation and compromising of situation (O'Rourke & Collins, 2008).

In society today, there are various incidences of conflict. In fact, the incident objectively observed demonstrated various aspects of conflict, which include

causes, parties' reactions, as well as strategies to resolve it. The incident took place between management and the employees over working conditions and remunerations. The situation in the workplace was very critical. As a matter of fact, there were few conflict cowards in the group. Every individual wanted his or her views to be heard and considered. The entire group of employees were united in airing their views; many of them were furious because they had addressed their problem to the management team, but their problems were not solved.

The conflicts in the workplace were caused by various reasons. The management team and the employees differed in addressing priorities; the management placed higher priorities to the progress of the company more than the priorities of the employees. Additionally, the methods of promotions and awarding process in the company were not equally carried out. Therefore, it developed a lot of tension among the employees and the management team. Moreover, the conflicting groups complained of various organizational issues, which in one way or another escalated conflicts. The organizational factors included budget, management, long working hours, leadership. Adherence to core values, disagreements, as well as financial problems. Other core issues that were observable were poor communications, differences in interests, and personality clashes (Wandberg, 2005).

The main parties on the workplace conflict focused in resolving the conflict through communication. The management team elaborated on improving various organizational practices. Perhaps, they established the cause of the

problem and established subordinate goals, minimized authorities of management as well as improving policies. The tension among the parties was very high, but the few individuals who were against negative conflicts acted and tried to make the parties reach a consensus. Furthermore, the organization made changes on human resource department that will focus on analyzing internal problems. Ultimately, the remuneration agreement was arrived at.

Undeniably, the deals made during conflict resolution process eased the tension, and the parties came to a compromising position. Despite the efforts, others were still emotional and could not accept some terms. As a matter of fact, it is very difficult to convince everyone in a conflict situation. The employees and management have different priorities, personalities as well as interests O'Rourke, J & Collins, S. (2008). The ultimate decision that was focused on was to involve the employees in setting the appropriate remuneration percentage, which will affect the company and employees equally. The most important strategy in making the entire decisions was to reduce tension and encourage communication. The cost of conflict should not outweigh the entire progress of the organization; hence, management team should focus on preventing conflict to escalate further. Conflict is part of human life and should always be handled with great care.

O'Rourke, J & Collins, S. (2008). *Managing Conflict and Workplace Relationship*. London:
John Wiley & Sons.

Philips, G. (2007). *The Conflict*. New Jersey: Echo Press.

Wandberg, R. (2005). *Conflict Resolution: Communication, Cooperation, Compromise*. New York: Wadsworth.