

Resolving conflict essay

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



Emphatically, conflict is a significant occurrence that gets often experienced in myriad workplaces. Conflicts that often erupt in workplaces may hinder the efficient performance of work. Illustratively, individual involved in a specific conflict would probably limit communication. The cited communication deficiency would lead to poor workplace performance. It is, therefore, vital for any particular organization to assist in resolving conflicts among employees for the organization's continuity. The paper endeavors, therefore, to extrapolate on effective method of conflict resolution at workplace.

In my initial workplace, there exist myriad employees from different cultural backgrounds. The cited employees; I included tirelessly worked to ensure the organization's success. The top management of the organization was very considerate and handled the employees with utmost care and effective trust. However as employees from diverse ethnic or rather cultural backgrounds, we strived to understand and accommodate each other effectively. None the less, on a specific day, two employees got involved in a conflict. The major cause of the conflict was that, one employee commented negatively on the culture of another. For instance, the mentioned employee asserted the culture of the fellow workmate was the most boring and backward culture that had not seen the light of civilization. The cited led to a great conflict that led to the two employees not communicating with each other.

Prevalently, my response was rather unprofessional. Being a young person, coupled with being a new employee, I did not well comprehend the organizational culture. Additionally, the two individuals involved in the conflict were far much older and had stayed in the organization for a longer

period. For the mentioned reasons, I responded by assuming and quietly avoiding the two individuals involved in the conflict. However, the avoidance did not help much but instead aggravated the conflict since the communication breakdown among the two had greatly elevated.

However, after reading the mentioned article, I have realized that there are myriad means of solving conflicts at work. For instance, in my workplace, though I was young and newly employed, I realized that faced with the same challenge, I would amicably assist in resolving the conflict. Typically, when currently faced with the conflict, as an employee, I would involve the manager (Raithel, 2004). The mentioned manager would contact the two individual separately to identify the major conflict. Subsequently, the manager would call the two individuals together and inform them that they are responsible for solving the conflict. Categorically, after coming with a proper solution, they would visit the manager with the cited solution. The role of the manager would, therefore, get involved in monitoring the progress of the two individuals. The mentioned method of conflict resolution would assist in the positive progress of the organization as teamwork as well as effective communication would get achieved.

In conclusion, conflict resolution in an organization is vital. Every organization needs development and success. Typically, every employee also needs personal growth. For the cited to run concurrently, the organization conflict involving employees must get accorded the essential priority it deserves. Every workplace has its challenges, but the instant with which the challenges get solved plays a major vital role. Most importantly, employee conflicts that are extreme should immediately get the manager

involved. The cited managers often possess relevant guidelines on resolving the employee conflict. A resolved conflict would, therefore, promote the organizational success as well as employees' professional development.

Reference

Raithel, T. (2004, October 4). Face Workplace Conflict the Right Way. Evansville Courier & Press, pp. F1, 0.