

# Conflicts in intergroup relations

Business



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Consequences of intergroup conflicts to organizations may be diverse. Poor communication, low productivity, and poor performance are some of the problems an organization may experience as a result of intergroup conflicts. As such, it is paramount for organizations to find solutions to intergroup conflicts before the problems escalate to higher levels (Belak, 1998).

I have learned that relations between two or more groups and their respective members are often critical in completing tasks that relate to organization development. Despite the fact that groups often relate to complete common tasks, conflicts usually occur. Intergroup conflicts can cause failure in achieving tasks thus, adversely affecting the company or organization.

In the workplace, I would work towards reducing and solving intergroup conflicts because I understand the effects it can have on the overall productivity of the organization. Solving intergroup conflicts may be helpful in improving cohesion within and among different groups in the organization particularly when accomplishing common tasks and objectives. As a leader or a team member, I would assess the causes of any intergroup conflicts and find a possible solution that would eventually benefit the organization.

#### References

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Forsyth, D. (2010). Intergroup Relations. In *Group Dynamics* (pp. 410-441). Belmont, CA: Cengage Learning.