

Differences among the traditional, interactions, and managed-conflict views of conflict

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Abstract By and large, conventional perspectives comprise of feeble and terrible perspectives about conflict. This issue exists since individuals trust their state of mind avoids conflict. The manager begins to have strife with him. Employees' perspectives of conflicts: Although the communications perspective can give off an impression of being a perfect approach to manage conflict, it doesn't generally have the fancied result. Communications clashes seem appropriate, pacific, and innovational which eventually prompts the craved results. The level of conflict ought to build performance; so enhanced performance causes conflict. Managed conflict view Groups that have high skills levels and performance general grasp managed conflict views. They know that it is not key to determine all issues or conflicts; rather, the principle point is to know how to manage conflict. For instance there is struggle between two workers. One of them has a customary perspective of conflict and the other individual has an interactions perspective of conflict. The manager will concentrate on the contention; he will isolate the workers from the conflict.

Traditional Views of Conflict:

In general, traditional views consist of weak and bad views. Traditional views always lead to violence, destruction, and irrationality. These views almost always have unfavorable results that came from the way of thinking amongst a team. This point is important as people who have traditional views have a limited vision and they didn't try to develop

their vision. This problem exists because they believe their way of thinking avoids conflict. Traditional views always have a negative impact that will reduce in execution as the level of conflict continues. Moreover, the manager that eliminates a project of any conflict, often using an authoritarian approach is often not successful. In addition, industrial and

with him. This will affect the outcome of production and the willingness of employees to work together to achieve a goal. The main reason that they do not resolve the conflict is because they do not see the benefit of working the problem out. Because of the manager's traditional view of conflict, they don't try to resolve the problems and therefore are not able to work together for the good of the company.

Business companies that have a huge influence in our society agree with this point of view (K. W. Thomas. 1992). For instance: An employee was in the accounting department then he transferred to the finance department. The manager of finance and some employees in the finance section dislike him. The manager starts to have conflict

Interactions views of conflicts:

Although the interactions view can appear to be an ideal way to deal with conflict, it does not always have the desired result. The group working together under the interactions view of conflict approaches problems in a completely different manner than people would that have a traditional view. Interactions conflicts appear proper, pacific, and innovational which ultimately leads to the desired results. In other words, interactions views can produce the desired results as they are committed to goals, constantly beneficial, should be catalyzed, and creative. The level of conflict should increase performance; so performing will increase with the conflict (Craves, J. 1978). For example : A group has encountered conflict because the profitability of the company has declined. They discuss the issues and share their opinions and reasons. This type of interactions approach will lead to discovery of new and innovative ways to approach the problem. In addition, with interaction conflict views, the group will frame their ideas together with goal and ultimately, they can resolve the conflict through acting out their interactive viewpoints.

- **Managed-conflict view** Groups that have high skills levels and performance general embrace managed-conflict views. They are aware that it is not essential to resolve all problems or conflicts; instead, the main point is to know how to manage conflict. Those who

have managed-conflict views need perfect skills of thinking, creativity, and patience (Whetten, D., & Cameron, K. 2005). A group with managed-conflict views creates an environment where the ability to discuss issues without emotions being involved is critical to the outcome. They focus on resolving conflicts, communication, and building confidence among the group. Also, those with managed-conflict views understand each side of the problem (Algert, N.E., and Watson, K. 2002). Therefore, they have a clear vision of the issues and know the goals that need to be achieved through the managed-conflict approach. In addition, they continually work toward resolving the conflict and seek ways to work with all sides (Hill, R. E. 1977). For example there is conflict between two employees. One of them has a traditional view of conflict and the other person has an interactions view of conflict. They were arguing about who will work on the weekend. Both of them don't want to. Their manager has managed-conflict views of conflict. The manager will hear clearly from both sides and understand their reasons. Also, the manager will discuss the issue with them in his unique way to persuade each employee because each manager has a different way of persuading. The manager will focus on the conflict; he will separate the employees from the conflict

References

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