

# The differences among the traditional, interactionist, and managed views of conflict

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**Abstract:** Conflict is an inescapable part of organizations. From top-level administration to little casual gatherings of people, authoritative conflict is available all over. As indicated by the traditional perspective, any conflict in an association is outright and awful, negative and destructive. The human relations and or managed view on organizational conflict fundamentally show us to acknowledge strife. It recognizes struggle as an imperative part of any organization, which just can't be wiped out. In the interactionist view, an association or group with no conflict will probably get to be static, non-responsive, firm and un-adaptable.



People have different views of conflict. Some of them think it is a negative thing that should be always avoided; while others believe it is positive to have some sort of a conflict among the group in order to encourage them to work positively. Conflict is inevitable in any organization because people always have different perceptions, goals, needs and responsibilities (Almost, 2006).

There are three different perspectives of conflict, the traditional perspective, the interactionist perspective, and the managed-conflict perspective. The traditional perspective viewed the conflict as negative factor that should be always avoided (Igbokwe, 2014). This perspective was popular from the late nineteenth century until the mid-1940s (Verma, 1998). Managers who believe in the traditional view are always trying to avoid conflict in their work groups because they think that conflict will affect the group job negatively.

The interactionist perspective of conflict is different than the traditional perspective; it views conflict as a positive factor that can improve the work groups' performance. However, according to the interactionist view, not all conflicts are positive. There is a functional positive form of conflict, which supports the group's goals, and also there is a dysfunctional negative form of

conflict that hinders the group's performance and lowers its quality. The interactionist perspective is characterized by the following:

- Recognition of the necessity of conflict.
- Explicit encouragement of opposition
- Defining conflict management to include stimulation as well as resolution methods
- Considering the management of conflict as a major responsibility of all administrators. (Rahim, 2001)

The interactionist view of conflict became popular between 1940 and 1970 (Verma, 1998). The managed-conflict perspective is a more advanced view of conflict where it focuses on the whole context of conflict, both before and after the behavioral stage of conflict occurs. In addition, the managed-conflict perspective focuses on preparing people for conflicts, in order to receive the best result of them.

## References

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