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Conflict

Conflict can simply be defined as disagreement, be it in violent or subtle (delicate) form between two parties or persons.



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Conflict and competition

Competition does not involve direct action by one party to interfere with the activities of the other. But, in the case of conflict, one party tries to prevent the success of others.

For example, track events are examples of competition because each runner attempts to run faster than the others, but in the game of football each team tries to prevent the other to win involve both competition and conflict.



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Types of conflicts

Intrapersonal conflict

Interpersonal conflict

Inter-group conflict

Inter organizational conflict

Functional conflict and dysfunctional conflict



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Functional conflict and dysfunctional conflict

Conflicts that support the goals of the group and improve the performance are functional conflicts.

These are also called 'constructive conflicts'.

Moderate or optimum level of conflict contributes to high organizational performance.

The destructive form of conflict which hinder group performance is called dysfunctional conflict. For example, intense conflict between employees and administration destroys the working relationships between them and seriously reduces the level of organizational efficiency and performance.



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Relation between organisational performance and conflict.



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Stages of conflict

1. Latent conflict
2. Perceived conflict
3. Felt conflict
4. Manifest conflict
5. Conflict outcome