

Types of Conflicts

Organisational conflict, also referred to as workplace conflict, is the state of disagreement or miscommunication brought on by actual or perceived differences in needs, beliefs, resources, and interpersonal relationships among the organization's members.

Reasons of organizational conflict

1. Lack of Common Performance Standards
2. Competition
3. Personal Differences
4. Lack of Resources
5. Communication Issues
6. Time Constraints
7. Task Interdependence
8. Status Issues

Types of conflict

Based on Effects:

Functional Conflict: Functional conflict supports the goals of the group, improves its performance, and is thus a constructive form of conflict.

Dysfunctional Conflict: Conflict that hinders group performance is destructive or dysfunctional conflict. A highly personal struggle for control in the team which undermines the process to be done in hand

Based on Type of Disagreement:

1. Task conflict relates to the content and goals of the work.
2. Relationship conflict focuses on interpersonal relationships.
3. Process conflict is about how the work gets done.

Based on region

Intra-organizational conflict: It is an umbrella term for any type of conflict that takes place within one organization. Under this there are two types

Vertical conflict: It occurs between hierarchical levels, say between management and employees.

Horizontal conflict: Horizontal conflict takes place between different individuals, groups, or departments at the Same hierarchical level say, between two competing departments that have similar power and authority in different areas.

Resource scarcity conflicts: It is a common type of conflict in organizations and takes place where resources are scarce, such as during financial constraints or even if office space is limited, creating conflicts between individuals, teams, and departments.

Role conflict: is about expectations of tasks, primarily when they are not communicated effectively or the communication given is not received effectively.

Interpersonal conflict: It refers to a conflict between two individuals. This occurs typically due to how people are different from one another. We have varied personalities, which usually result in incompatible choices and opinions.

Intrapersonal conflict: Intrapersonal Occurs within an individual. The experience takes place in a person's mind. Hence, it is a type of conflict that is psychological, involving the individual's thoughts, values, principles, and emotions.

Intra-group conflict: It is a type of conflict that happens among individuals within a team. The incompatibilities and misunderstandings among these individuals lead to an intra-group conflict. It arises from interpersonal disagreements or differences in views and ideas.

Inter-organizational conflict: It occurs between different organizations, such as between two competing firms in an industry

Effects of conflicts

Positive Effects of Conflict in an Organization

1. Social Change,
2. Decision Making,
3. Reconciliation,
4. Group Unity,
5. Group Cooperation,
6. Inspire Creativity,
7. Share and Respect Opinions,
8. Improve Future Communication, and
9. Identify New Members.

6 negative effects of conflict in an organization

1. Mental Health Concerns,
2. A decrease in Productivity,
3. Members Leave Organization,
4. Violence,
5. Distract Primary Purposes, and
6. Psychological Problem.