Workplace: Causes Of Conflicts And Ways To Manage Them

Workplace conflict is for sure once the staff of varied background termination and completely different work style work together. Conflict will be expressed in various ways in which as insults, noncooperation, bullying and anger. Its causes will vary from attitude clashes and misunderstood communication. The negative effects of work conflict will embrace work disruptions, reduce productivity, project failure, absence, turnover and conclusion. Emotional stress can be a cause and control of work conflict.

Here are some causes of workplace conflict

- Personality differences.
- Inequities of resources.
- Unmet needs in the workplace.
- Unclear role in workplace
- Harassment
- Inequality between workers

People are struggling to change workplace conflict. They are lacking knowledge how to change environment. They need outside help. They need to go for group discussion, conflict resolution and leadership coaching to change the unhealthy work environments.

In the workplace back backbiting is most common the definition of backbiting is talking about third person who is not present there.

Employers will manage work conflict by making link structure culture designed to prevent conflict the maximum amount of equitably conflict that workers cannot resolve among themselves. To manage conflict, employers need to take the following steps:

- Make certain that policies and communication are clear and arranged
- All employees should try to resolve workplace conflict.
- Do not ignore conflict, and don't avoid taking steps to resolve it.
- Try to understand the emotions of employees
- Keep in mind that approaches to resolve conflict might depend upon the circumstances of the conflict.

Conflict is usually considered having a negative impact within the work, a degree of properly managed conflict may be helpful for organization. Workplace conflicts occur everywhere they should not be ignored.

Here are some practical strategies you can use to handle conflict in the workplace.

- Talk with the person you are having conflict with
- Focus on behaviour of person not personality
- Listen carefully to the person

- Identify the points where you did mistakes and disagreement
- Briefly go through the areas of conflict
- Make a plan to resolve each conflict
- Follow your plan
- Build your success

Supervisors and managers have a serious responsibility to make sure that point of conflicts is resolved. It may be long for managers to teach workers on the way to resolve conflicts, however, within the future it'll produce a peaceful work environment. When it happens, conflict should be resolved equitably and quickly.

Here I am relating an example of solving workplace conflict

I am working with occupational health, I've met countless employees and leaders who are suffering from a toxic and unhealthy working environment. I've tried to help them and failed, times and times again. I've tried conflict resolutions, group discussions, individual interviews, leadership coaching, failing time and time again to change this unhealthy working environment.

I started a little investigation of my own. I was trying to figure out why it is so hard to change, and I found out that a great number of employees and leaders were talking negatively about their colleagues when they were not present. When I backbite, I've got this feeling of elevating myself, while talking other people down. As an additional bonus, I seem interesting because I've got some juicy information that you don't have. This is how we, as adults, are bullying each other. Ask the second question: "Would you like to work in a workplace where there's no backbiting?", and they will raise their hand. They could also tell you that absenteeism, sick leave, go down, and fractionation is minimized, and productivity is increasing. If you take this concept a bit further, you all heard about the discussions about how young people and children are being bullied at school and on social media. I think that I, as an adult, have the responsibility to be a good role model.