

## Conflict Resolution Essay

This essay sample essay on Conflict Resolution Essay offers an extensive list of facts and arguments related to it. The essay's introduction, body paragraphs and the conclusion are provided below.

Human resource management is a multifaceted undertaking, which requires the manager to address diverse concerns in an entity. Some of the issues addressed under this department include employees' benefits, allocation of tasks and resolution of conflicts. Employees have become the most crucial resource in countless organizations. A frustrated workforce could have far-reaching impacts on production in an entity. Consequently, the overall profitability would dwindle. It is critical to resolve all conflicts among employees since it is central towards the realization of a motivated workforce. Conflicts often occur in the workplace since employees have different views and ambitions. The disparities in perspectives and ambitions, at times, disintegrate into conflict (Masters & Albright, 2002, p. 11).

**Nature of Conflict** Conflict is inevitable in the workplace. Therefore, the management should not only become adept at finding solutions but also identify situations that will degenerate into conflict. Conflict follows a certain cycle as per Pondy's theory on organizational conflict. Initially, the conflict is passive as there is no physical interaction between parties. However, the conditions that will precipitate into conflict are present. These conditions include ideological differences, frustrations and disparities in personal attributes. Subsequently, parties become aware that the present circumstances will lead to conflicts. In the following stage, parties involved in the conflict take firm stances on the issues generating conflict. At this phase, parties involved and other members of the organization become aware of the conflict. The subsequent stage is the conflict aftermath, whose outcome depends on an organization's strategy in conflict management (Doherty, 2008, p. 13).

### Term Papers On Conflict Resolution

**Addressing Conflict** There are various means of resolving conflicts in an organization. One of the ways entails bringing together the two parties in disagreement for negotiations. This has been touted as the best way to address conflicts. Nonetheless, it requires a neutral individual to facilitate the dialogue. The person facilitating conflict resolution should command respect from both parties for a positive outcome (Masters & Albright, 2002, p. 100). During the allocation of resources in an entity, departmental heads may disagree among themselves on the criterion of allocation and the amounts allocated. Such a conflict may have ramifications on cooperation in an organization owing to the unwillingness of the departmental heads to work together. In such a conflict, a top manager may be appointed to resolve the standoff. He/she would host a series of meetings, which will diff

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**ML Morrison**



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