

UNDERSTANDING CONFLICT

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CONFLICT.....

CONFLICT ARISES WHENEVER INDIVIDUALS HAVE DIFFERENT VALUES, OPINIONS, NEEDS, INTERESTS AND ARE UNABLE TO GET THE SOLUTION.

NATIONALIST/ANTI-NATIONALIST

RIGHT/LEFT IDEOLOGICAL

CAST AND RELIGION (IDENTITY)

RICH/POOR (ECONOMIC)

LINGUISTIC/ETHNIC (CULTURAL)

RACIAL (SOCIAL)



MEANING & DEFINITION...

The word “conflict” comes from the Latin word *conflictus*, which means collision or clash.

- Defining conflict also depends on the nature of conflict as something that takes place in society.

Conflict is commonly understood as:

- a form of opposition between parties;
- an absence of agreement between parties;
- a way to solve social contradictions;
- a natural process in human social interaction.



CONT...

- **Conflict can be defined as a clash between individuals arising out of a difference in thought process, attitudes, understanding, interests, requirements and even sometimes perceptions.**
- **According to Coser (1956), Conflict is a struggle between opponents over values and claims to scarce status, power and resources.**
- **Schelling (1960)- Conflicts are bargaining situations in which the ability of one participant to achieve his ends is dependent on the choices or decisions that the other participant makes.**

CONT..

- According to Max Weber (1968)- a social relationship will be referred to as conflict in so far as action within it is oriented intentional to carrying out the actor's own will against the resistance of the other party or parties'. Thus, the social interaction of conflict is defined by the desire of each participant to impose his will upon the other's resistance.
- Gillin and Gillin (1948)- 'Conflict is the social process in which individuals or groups seek their ends by directly challenging the antagonist by violence or threat of violence.'

CONT..

- **Johan Galtung(1969)- Conflict is a dynamic process in which structure, attitudes and behaviours are constantly changing and influencing one another.**
- **Wall(1985)- Conflict is a process in which two or more parties attempt to frustrate the attainment of the other's goals. The factors underlying conflict are threefold: interdependence, differences in goals, and differences in perceptions.**
- **Conflict is “A disagreement through which the parties involved perceive a threat to their needs, interests or concerns.”**



NATURE/CHARACTERISTICS OF CONFLICT

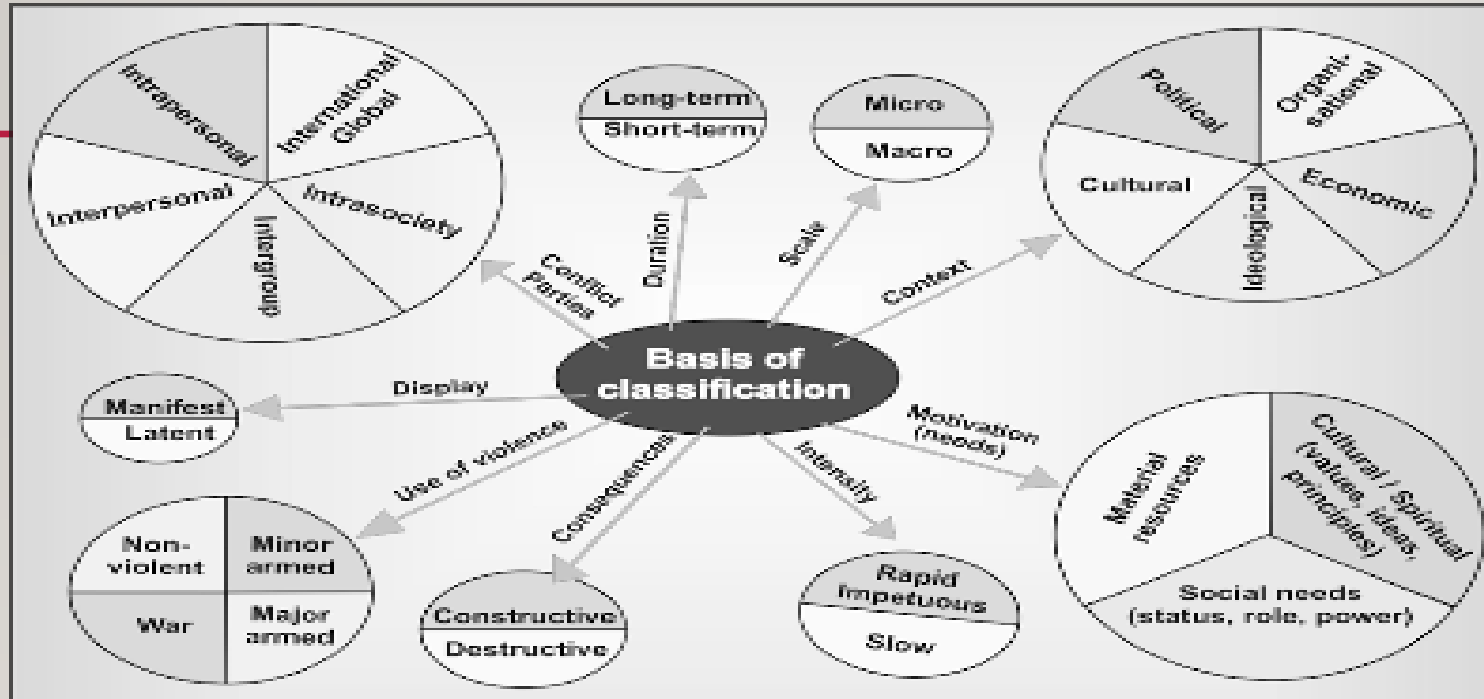
- The nature of the conflict is personal and direct. In conflict the incumbents or participants know each other personally.
- Conflict is the result of deliberate and conscious efforts of individuals or the groups.
- Conflict is a universal process found in every society.
- It is basically an individual process. Its aim is not directly connected with the achievement of the goal or an objective but is rather directed to dominate others or to eliminate the opponent.
- Conflict is of short duration, temporary and intermittent in character. But, once begun, the conflict process is hard to stop. It tends to grow more and more bitter as it proceeds. Being temporary, it gives way to some form of accommodation.
- Conflict is a process loaded with impulsiveness of human emotions and violent passions. It gains force and then bursts open. Unlike fighting of animals, generally in human groups, the spontaneous fighting is inhibited. It is often avoided through the process of accommodation and assimilation.
- It may be latent or overt. In the latent form, it may exist in the form of tension, dissatisfaction, contravention and rivalry. It becomes overt when an issue is declared and a hostile action is taken.



CONT...

- It is cumulative; each act of aggression usually promotes a more aggressive rebuttal. Thus, termination of conflict is not easy.
- Groups previously in conflict may co-operate to achieve a goal considered important enough for them to unite despite their differences.
- It may emerge as a result of opposing interests. It is layered in a history of binary perceptions: exile/homeland, outsider/insider, us/them, patriotic/unpatriotic.
- It has both disintegrative and integrative effects. It disrupts unity in a society and is a disturbing way of setting issues. A certain account of internal conflict, however, may serve indirectly to stimulate group interaction. External conflict can have positive effects by unifying the group.

CLASSIFICATION/TYPES

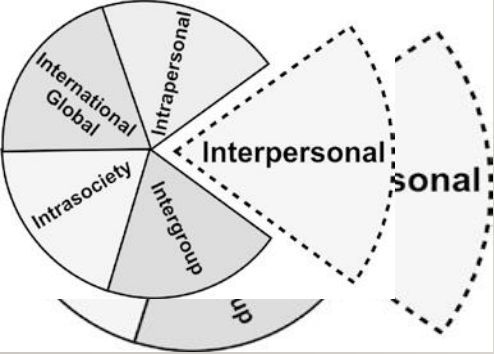


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TYPES:

Conflict types are:

- 1. Intrapersonal**
- 2. interpersonal**
- 3. intergroup,**
- 4. intragroup/intersociety**
- 5. International/global.**

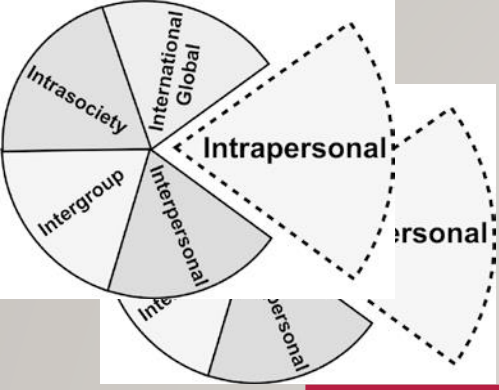


Interpersonal conflict refers to a conflict between two individuals. This occurs typically due to how people are different from one another. We have varied personalities which usually results to incompatible choices and opinions. Apparently, it is a natural occurrence which can eventually help in personal growth or developing your relationships with others. In addition, coming up with adjustments is necessary for managing this type of conflict. However, when interpersonal conflict gets too destructive, calling in a mediator would help so as to have it resolved.

INTERPERSONAL



INTRAPERSONAL CONFLICT



- **Intrapersonal conflict:** these are conflicts which occur within an individual as a result of frustration they feel with themselves over their personal goals, targets, plans, or accomplishments, or as a result of competing values and questions of conscience. There are several sub-types of intrapersonal conflict. Intrapersonal conflict can be seen as a person's inability to make a decision (motivational), as an inner fight between good and evil (moral), or as the gap between reality and ambition (unrealised desire or unbalanced self appraisal).

INTRAPERSONAL CONFLICTS CAN BE OF THREE TYPES

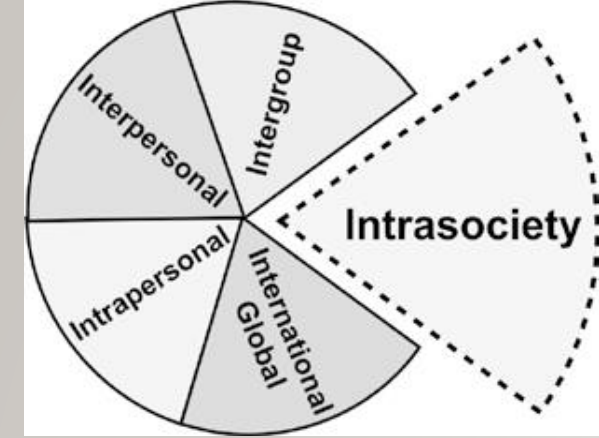
- **Approach – approach conflict:** It occurs when a person has to choose between two positive and equally attractive alternatives. For example, choosing between two job offers at the same time or decision making for love marriage or arrange marriage when one is in love with the other.
- **Avoidance – avoidance conflict:** It occurs when a person has to choose between two negative and equally unattractive alternatives. For example, to make a choice between accepting a job transfer to another town or have the employment terminated.
- **Approach – avoidance conflict:** It occurs when a person has to choose between something that has both positive and negative results. For example, joining a job with attractive salary but environment is insecure and hostile.



INTRAPERSONAL



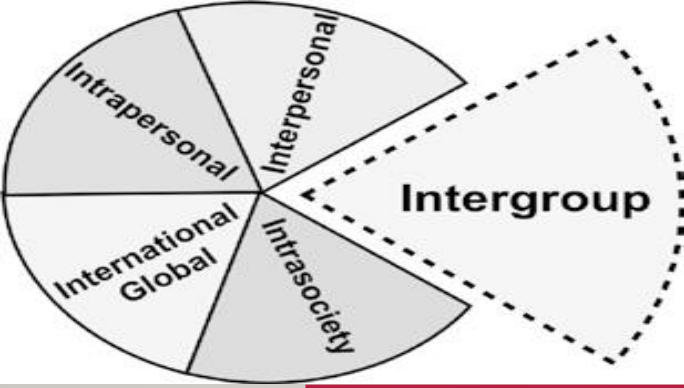
INTRAGROUP/INTRASOCIETY CONFLICT



- **Intragroup conflict** is a type of conflict that happens among individuals within a team. The incompatibilities and misunderstandings among these individuals lead to an intragroup conflict. It arises from interpersonal disagreements (e.g. team members have different personalities which may lead to tension)

INTRAGROUP





INTERGROUP CONFLICT

- **Intergroup conflict** takes place when a misunderstanding arises among different teams within an institution/organization. For instance, the sales department of an organization can come in conflict with the customer support department. This is due to the varied sets of goals and interests of these different groups. In addition, competition also contributes for intergroup conflict to arise.





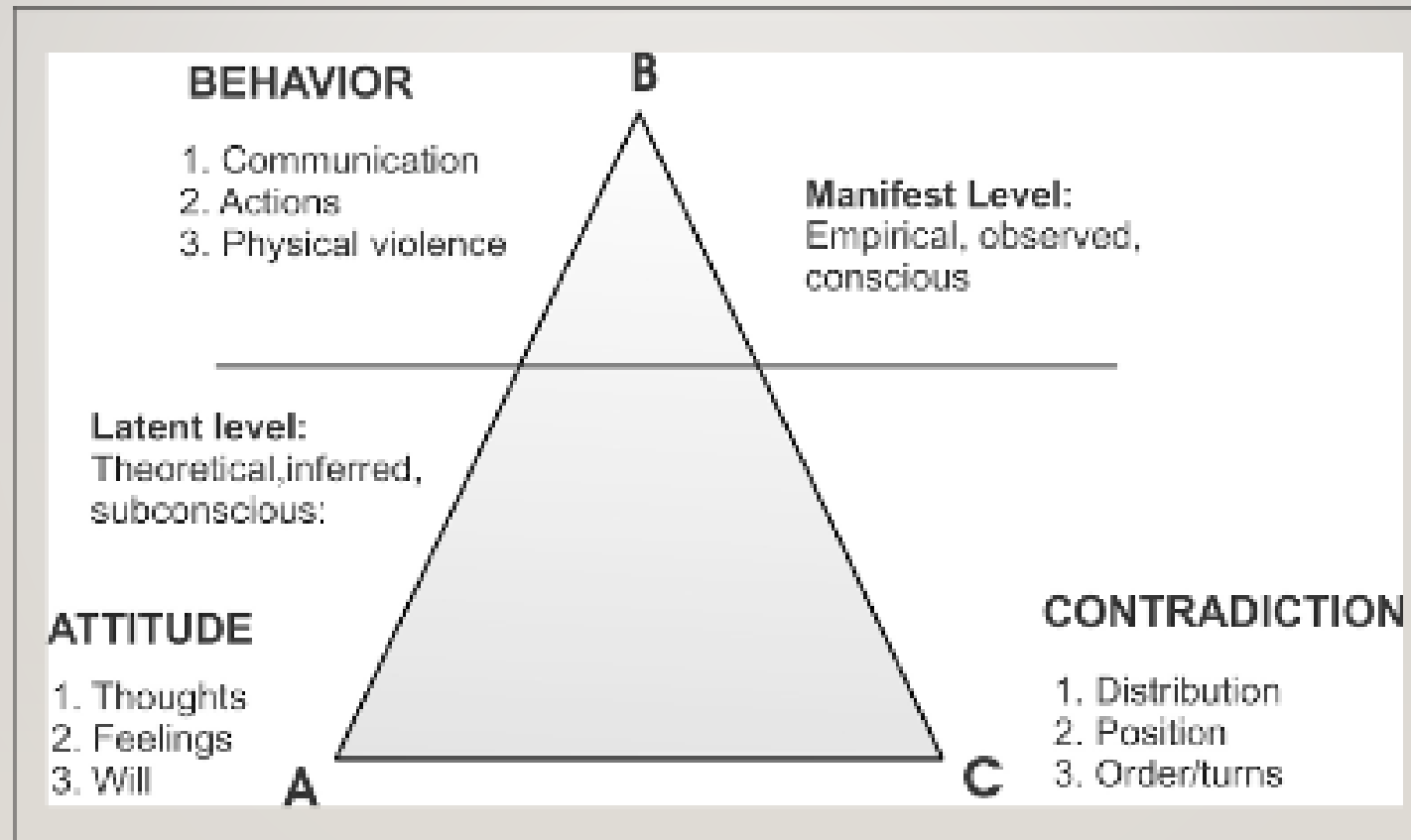
INTERNATIONAL CONFLICTS

- **International/global conflicts:** these include conflicts between nation states, global and regional competition over natural resources, conflicts in various international organisations over political issues, armed interventions involving significant loss of life, ethnic or religious conflicts, wars for self-determination and/or the creation of new nation states.



Conflict type	Potential basis for conflict	Consequences
Intrapersonal	Dissatisfaction with oneself Self-questioning on values or identity	Stigma Increased vulnerability to self-harm, emotionally damaging risks or abuse by adults Isolation from peers or family
Interpersonal	Differences of opinion, values or ideas about relationships	Clarity and coherence of expression Psychological and emotional problems
Intergroup/ intrasociety	Culture Religion Language Ethnicity Community affiliation	Institutionalised forms of racism Exclusion of minority religious or immigrant communities Discrimination in education or employment Exclusion from mainstream society
Intergroup/ intrasociety	Group identity	Involvement in violence Membership of a gang Risk of death by gunfire, being trafficked, becoming addicted Survival Access to gratification
Intragroup/Intrasociety	Social class	Disadvantage Structural unemployment Delinquency, crime and aggressive behaviour Emergence of a “youth underclass” Youth revolt
International/ global	Violence/war/ Terrorism	Psychological and physical damage Disability Exploitation as child soldiers Trafficking Involvement in right-wing, left-wing and religious fundamentalist activities Brainwashing and instrumentalization by adults

THE CONFLICT TRIANGLE/ABC TRIANGLE BY GALTUNG



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THANK YOU

