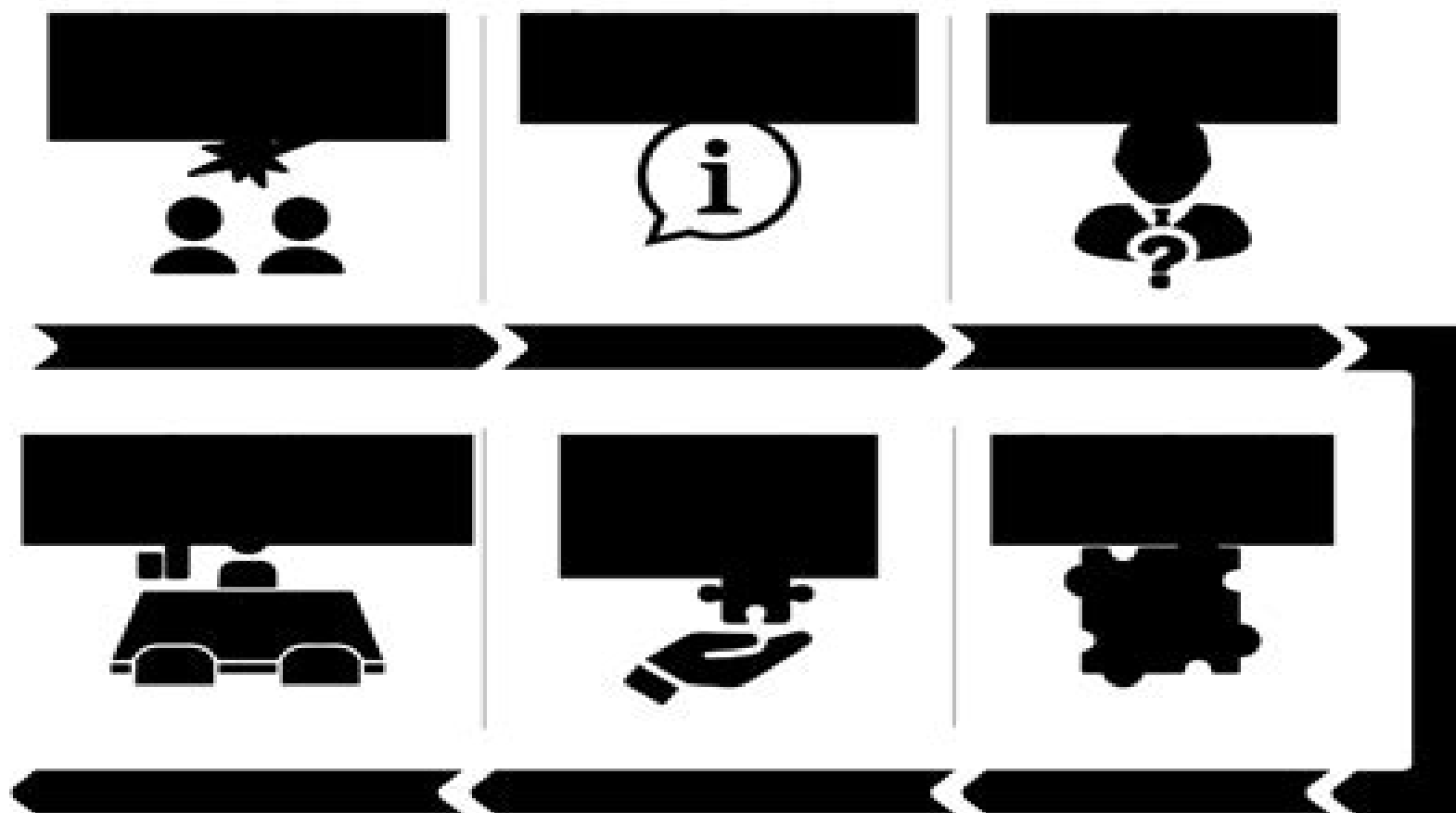


CONFLICT RESOLUTION IN THE WORKPLACE



Theories On Conflict Resolution In The Workplace



CRQ (Conflict Resolution Quarterly)

Theories On Conflict Resolution In The Workplace:

Advancing Workplace Mediation Through Integration of Theory and Practice Katalien Bollen, Martin Euwema, Lourdes Munduate, 2016-11-11 This book compares the unique features of workplace mediation to other contexts of mediation as well as the specific competences each situation requires of the mediator. It covers many important issues related to workplace mediation and discusses interventions by managers such as conflict coaching and informal mediation. It proposes a new model to assess the effectiveness of mediation and discusses the impact of legal systems, HRM policies as well as power structures and cultural differences. The book takes into account perspectives from multiple disciplines such as management, business psychology, law, and sociology. It also discusses mediation aspects from a variety of cultural and regional contexts. The book advances knowledge about the application process and effects of workplace mediation and includes practical tips for scholars, practitioners, mediators, and managers to enhance their mediation practice or to foster constructive conflict management in organizations.

Conflict Management for Managers Susan S. Raines, 2012-12-14 Raines masterfully blends the latest empirical research on workplace conflict with practical knowledge, skills, and tools to effectively manage and prevent a wide range of conflict episodes. This is a highly applicable top shelf book that will assist anyone from the aspiring manager to top level management and leadership in the public, private, and nonprofit sectors. It will also be a fast favorite of professors, trainers, and students of business and conflict management. Brian Polkinghorn, Distinguished Professor, Center for Conflict Resolution, Salisbury University. With her broad dispute resolution teaching and editing experience, Susan Raines is uniquely qualified to organize what is known about conflict management in the workplace. She has succeeded in providing private, public, and nonprofit managers with accessible concepts and tools to deal effectively with the internal and external conflicts they must confront every day. Essential reading for all managers. Alan E. Gross, senior director, training coordinator, New York Peace Institute. After reading an advance copy of Raines's impressive book, I can't wait to begin to use it as a seminal text in my classes in organizational conflict. I am amazed at her ability to cover so well such disparate subjects as systems design, public policy disputes, small and large group processes, customer conflicts, conflicts in a unionized environment, and conflicts within regulatory contexts. Her user friendly writing style is enhanced by her salient examples of exemplary and mistake laden practices within public and private sector organizations. A must read for scholars, students, and practitioners interested in organizational conflict. Neil H. Katz, professor, Conflict Analysis and Resolution, Nova Southeastern University. Conflict management skills are essential to a manager's success. Raines, a leading scholar and practitioner, provides a comprehensive and strategic new guide to these critical skills and how to use them in any organization. Lisa Blomgren Bingham, Keller Runden, Professor of Public Service, School of Public and Environmental Affairs, Indiana University.

Personal Conflict Management Amy Janan Johnson, Ioana A. Cionea, Suzanne McCorkle, Melanie J. Reese, 2024-07-03 This third edition bridges the theory behind why conflict occurs with specific skills and tools to transform difficult

interpersonal encounters into beneficial constructive exchanges Providing an understanding of the common causes of conflict this edition continues its discussions of causes of conflict what affects how conflict occurs and unfolds and strategies to manage conflict Separate chapters are dedicated to examining conflict in common everyday contexts such as families friendships the workplace or on social media This edition also features updated information and examples further connections between conflict and communication a revised chapter on conflict in close relationships as well as a new chapter on intercultural conflict The book is ideal for introductory conflict and communication courses at the undergraduate or graduate level An instructor manual significantly updated as well is also available online including summaries of the chapters activities a test bank and sample syllabi and assignments Please visit www.routledge.com/9781032412412 **Managing Workplace Conflict** Oluremi B. Ayoko, 2008 *Handbook of Research on Learning Outcomes and Opportunities in the Digital Age* Wang, Viktor, 2015-12-22 Education and learning opportunities bring about the potential for individual and national advancement As learners move away from traditional scholarly media and toward technology based education students gain an advantage with technology in learning about their world and how to interact with modern society The Handbook of Research on Learning Outcomes and Opportunities in the Digital Age provides expert research relating to recent technological advancements technology and learning assessments and the effects of technology on learning environments making it a crucial reference source for researchers scholars and professors in various fields **The Handbook of Conflict Resolution** Morton Deutsch, Peter T. Coleman, Eric C. Marcus, 2011-03-04 The Handbook of Conflict Resolution Second Edition is written for both the seasoned professional and the student who wants to deepen their understanding of the processes involved in conflicts and their knowledge of how to manage them constructively It provides the theoretical underpinnings that throw light on the fundamental social psychological processes involved in understanding and managing conflicts at all levels interpersonal intergroup organizational and international The Handbook covers a broad range of topics including information on cooperation and competition justice trust development and repair resolving intractable conflict and working with culture and conflict Comprehensive in scope this new edition includes chapters that deal with language emotion gender and personal implicit theories as they relate to conflict [Handbook of Research on Cyberbullying and Online Harassment in the Workplace](#) Ramos Salazar, Leslie, 2020-10-23 Given users heavy reliance of modern communication technologies such as mobile and tablet devices laptops computers and social media networks workplace cyberbullying and online harassment have become escalating problems around the world Organizations of all sizes and sectors public and private may encounter workplace cyberbullying within and outside the boundaries of physical offices Workplace cyberbullying affects the entire company as victims suffer from psychological trauma and mental health issues that can lead to anxiety and depression which in turn can cause absenteeism job turnover and retaliation Thus businesses must develop effective strategies to prevent and resolve such issues from becoming too large to manage The Handbook of

Research on Cyberbullying and Online Harassment in the Workplace provides in depth research that explores the theoretical and practical measures of managing bullying behaviors within an organization as well as the intervention strategies that should be employed The book takes a look at bullying behavior across a variety of industries including government and educational institutions and examines social and legislative issues policies and legal cases the impact of online harassment and disruption of business processes and organizational culture and prevention techniques Featuring coverage on a broad range of topics such as sexual abuse and trolling this book is ideally designed for business managers and executives human resource managers practitioners policymakers academicians researchers and students *Ohio State Journal on Dispute Resolution* ,2008

Managing Workplace Conflict Oluremi B. Ayoko,2009 **The Handbook of Conflict Resolution** Morton Deutsch,Peter T. Coleman,Eric C. Marcus,2006-09-18 The Handbook of Conflict Resolution Second Edition is written for both the seasoned professional and the student who wants to deepen their understanding of the processes involved in conflicts and their knowledge of how to manage them constructively It provides the theoretical underpinnings that throw light on the fundamental social psychological processes involved in understanding and managing conflicts at all levels interpersonal intergroup organizational and international The Handbook covers a broad range of topics including information on cooperation and competition justice trust development and repair resolving intractable conflict and working with culture and conflict Comprehensive in scope this new edition includes chapters that deal with language emotion gender and personal implicit theories as they relate to conflict **Theory and Research in Conflict Management** M. Afzalur

Rahim,International Association for Conflict Management. Conference,1990-08-21 The twelve essays collected here offer a wide ranging look at the latest theory and research in conflict management Organized around six broad topical areas the volume explores organizational conflict communication and conflict negotiation and bargaining mediation and arbitration conflict in the public sector and international conflict Interdisciplinary in scope the essays are designed to help human resources professionals industrial psychologists managers and students of organizational behavior learn to manage conflict by identifying ways to maximize its positive effects while minimizing its negative and potentially disruptive influences Each of the six sections includes two chapters and an introduction by one of the leaders in the conflict management field Among the topics addressed are the goal interdependence approach to communication in conflict applied communications research in negotiation comparing hardline and softline bargaining strategies consistency in employee rights the effect of payoff matrix induced competition and mediation in the People s Republic of China The final two sections examine conflict in the public sector and international conflict with individual chapters on managing conflict in the policy process the theoretical dimensions of environmental mediation relationships of hierarchy and deterrence and the management of international conflict Taken together these essays provide a comprehensive overview of the current state of theoretical and applied work in conflict management **Emerging Systems for Managing Workplace Conflict** David B. Lipsky,Ronald L.

Seeber, Richard Fincher, 2003-04-25 *Emerging Systems of Managing Workplace Conflict* presents illustrative real life examples as well as cutting edge methods and tools for integrating systems of dispute resolution into standard corporate procedures This vital resource investigates the systems organizations have developed to manage common and costly workplace conflicts involving supervisor employee relationships race age and gender discrimination complaints sexual harassment occupational safety and health reasonable accommodation of the disabled and wrongful termination as well as other problems stemming from governmental regulations and court actions Drawing on the authors vast research and frontline experience with a wide variety of corporations and organizations this important book examines successful responses to universal workplace problems and conflicts In addition the book is filled with illuminating case examples and stories from organizations such as Brown and Root Kaufman and Broad Warner Brothers Universal Studios Kaiser Permanente the United States Postal Service Johnson Johnson Shell Prudential and others that have instituted systems of dispute resolution in response to ongoing destructive conflict expensive litigation and crippling settlements This book offers an enormously useful approach for the application of the most up to date systems of organizational conflict resolution and shows how this approach can work in specific situations to save time and money *Personal Conflict Management* Suzanne Mccorkle, Melanie

Reese, 2017-10-02 *Conflict in Relationships Good or Bad Gender and Personality Factors in Relationships Understanding Relationship Conflict Lifespan Types and Patterns Relationship Maintenance When Conflict Turns Violent Summary Chapter Resources 16 Conflict at the Workplace The Workplace Is a Unique Context Workplace Communication The Nature of Groups Conflict in the Work Setting Preventing and Managing Conflict at Work Summary Chapter Resources 17 Conflict and Social Media The World of Social Media Theories of Online Behavior Summary Chapter Resources Appendix Glossary Index*

2008 Symposium Issue ,2008 *Conflict Resolution Quarterly, Volume 23, Number 4, Summer 2006* CRQ (Conflict Resolution Quarterly), 2006-07-21 *Conflict Resolution Quarterly* an official publication of the Association for Conflict Resolution ACR publishes quality scholarship on relationships between theory research and practice in the conflict management and dispute resolution field to promote more effective professional applications *Sociological Abstracts* Leo P. Chall, 1998 *Special Issue on Labor Relations and Unions* Samuel B. Bacharach, Ronald Seeber, David Walsh, 1993

Readings in Contemporary Criminological Theory Peter Cordella, Larry J. Siegel, 1996 An anthology of 24 essays on major developments in contemporary criminological theory *The Dynamics of Organization Theory* John F. Veiga, John N. Yanouzas, 1984 *Journal of Dispute Resolution* , 2007

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