

Managing Organizational Conflict: A Nontraditional Approach, Stephen P. Robbins, 9780135504918, Prentice-Hall, 1974, 1974

Conflictâ€Intensity Continuum ranges from no conflictâ€minor disagreement or misunderstandingovert questioning or challenging of othersâ€assertive verbal attacksâ€threats and ultimatumsâ€aggressive physical attacksâ€overt efforts to destroy the other party (annihilatory conflict) Source: Based on S.P. Robbins, *Managing Organizational Conflict: A Nontraditional Approach* (Upper Saddle River, NJ: Prentice Hall, 1974), pp. 93â€97; and F. Glasi, â€The Process.â€ *Managing Intergroup Conflict Through Resolution Internal focusâ€extent to which a* It is a power oriented approach; relies on force. Often both groups in a conflict try force. Usually one group has overestimated its power or underestimated the other group's power. Chapter 10 *Managing Conflict*. PLEASE NOTE: This book is currently in draft form; material is not final. *Introductory Exercises*. Finally, conflict involves clashes over what people want or over the means for them to achieve it. Party A wants X, whereas party B wants Y. If they either canâ€both have what they want at all, or they canâ€each have what they want to the degree that they would prefer to, conflict will arise. As an admired organizational theorist and structuralistA leader who attempts to manage conflict in a group by its composition or structure., he believed that nearly any problem, tension, or conflict in a group could be solved structurallyProfessor emeritus Thomas, Jr., dies at 76. (2008, Nov 14). US Fed News Service, Including US State News. Robbins SP (1974) *Managing organizational conflict: a nontraditional approach*. Prentice-Hall, Inc., Englewood CliffsGoogle Scholar. Thomas KW, Kilmann RH (2008) Thomas-Kilmann conflict mode instrument: profile and interpretive report. Xicom, Inc., TuxedoGoogle Scholar. Thomas KW, Thomas GF, Schaubhut N (2008) Conflict styles of men and women at six organization levels. *Int J Confl Manag* 19(2):148â€166. doi: 10.1108/10444060810856085 CrossRefGoogle Scholar. Authors and Affiliations. Cite this entry as: Mitchell D.E. (2017) Responses to Organizational Conflict. In: Farazmand A. (eds) *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham. https://doi.org/10.1007/978-3-319-31816-5_3078-1. .RIS.