

# COMPREHENSIVE APPROACH TO CONFLICT MANAGEMENT AND RESOLUTION FOR WOMEN AT WORKPLACE

Dr. Sudesh Rawal

Associate Professor in Psychology

Chaudhary Ishwar Singh Kanya Mahavidyalaya, Dhand, Kaithal

Email: [drsudeshrawal@gmail.com](mailto:drsudeshrawal@gmail.com)

## Abstract

Conflict resolution is the ability to intelligently, appropriately, and accurately define and resolve disputes. Supervisors have to deal with disputes in the workplace each day. As conflicts are a normal part in a corporation. All wants to prove how important they are to the organization with whom they work and, at times, this will lead to disputes with other staff members. Historically, women have been enslaved in political, economic, and cultural terms. This system of injustice creates disputes, sustains and worsens other conflicts and trashes to women. Women workers and Workplace Conflict are rapidly growing issue in status of women. The purpose of this study is to simulate the mindset of women employees in violent confrontations. The study shows that rather than addressing the issue, they control the situation as to guarding their self-image.

**Keywords:** Conflict management, Resolution, workplace

## 1.0 Introduction <sup>[1]</sup>

Workplace conflict is a horrible truth, and a main cause of lower performance and frustration for women. Specific types of workplace Conflict are clearly formed. Other types of conflict may not be so easily identified. Small, unpleasant incidents such as pessimistic behaviors arise over time and may lead women's conflicts. Motivating women to join fully in all sectors of economic life is essential for building economic growth. Accomplishing universally recognized development and sustainability goals, and improving women's quality of life. While there was no comprehensive gender difference when it came to negative competitive belief systems, this was true that men consider more of a bright side than women. Male and female employees alongside, interacting with the same business decisions, spending time in the same gatherings but Men and women live in very different places of work. Studies indicate men are pursuing additional bonuses, more demanding tasks and more exposure to top executives than women do. Workplace conflicts arising from anger and frustration are more common than most people might think.

Nearly nine out of 10 (86 percent) workers regularly sell their anger and frustration to their coworkers, according to research by occupational health care provider Health Assured <sup>[7]</sup> Conflict in the workplace is a challenge for empowerment of women and we should take it for granted.

**Women make up 40 percent of the entry-level category in today's workforce**

**Table 1.1 Pipeline Issue**

<b>Entry Level : 55% of Workforce</b>	
<b>45% Women</b>	<b>56% Men</b>
<b>Manager: 29% of Workforce</b>	
<b>36% Women</b>	<b>60% Men</b>
<b>Top Executive 12%</b>	
<b>30% Women</b>	<b>60% Men</b>

## **2.0 Women conflicts in the workplace**

The study by McKinsey reveals the serious comparative analysis on the workforce between men and women. It states that women are much less likely to get a job in entry-level than men, despite currently making more advanced degrees. Only 75 women are paid appropriately, compared to every 100 men. Equal Pay Day, which falls on April 2nd in 2019, depicts how far women have to work in the year in way to produce the same amount of money that men did in the year before. As typically women earn less than men

## **3.0 Strategies of Conflict Management** <sup>[2][3]</sup>

Few scenarios are precisely as some others seem to be or as presented to you. Before you decide to resolve the dispute ensure that both sides of the problem have been reviewed. Workplace conflict is inevitable, but it doesn't have to take down motivation or economic output. Angry responses or threats can momentarily stop the issue but don't trick yourself into believing it's a long-term solution. During their work life, most people had met at least one "problematic person." Throughout dispute resolution, the end aim is for the sides to settle the problem within themselves. Allow teams to convey their point of view but also to share your perspective. Try attempt the discussion, and help them know the actual conflict-causing issue. Once you have taken the time to collect information, talk to all parties involved and evaluate all the conditions, make up your mind and respond. Conflict management is the way to deal with disputes and not only does the manager maintain politeness in them <sup>[8]</sup>

## **4.0 Conflicts Causes of Stress**

Over time, disagreements, particularly in a close connection, ultimately leads to significantly higher stress levels. Workplace anxiety is a normal factor, and is encountered by most people. A few jobs are connected to stress. The people who hold such occupations are under pressures and are feeling the implications.

Stress comes in a lot of ways and means a lot of things too. According to the current world health organization, occupational stress is the response that people may have when presented with work demands and pressure that are not matched to their knowledge and skills and that challenge their ability to cope <sup>[4]</sup>

A few components one of a kind to the activity Role in the association, professional improvement, relational work relationship, and hierarchical structure. These individual elements exhibit that pressure can happen explicitly when a contention emerges from the Jon requests of the representative and the worker itself. If not dealt with appropriately, the pressure can become trouble <sup>[5]</sup>. Clashes have been noted to be a marker co-happen, for example, job struggle, job uncertainty, and the outstanding task at hand. It additionally identifies with strains, for example, uneasiness, wretchedness, physical manifestations and how levels of occupation fulfillment <sup>[6]</sup>. According to Kenneth W. Thomas and Ralph H. Kilmann, here are interpersonal conflict styles a manager will follow:

**Accommodating Manager**-Pleasant boss is one that works strongly together.

**Avoiding**- One way a manager might try to resolve a conflict is to avoid a problem.

**Collaborating**In this style, managers become partners or couple with each other to accomplish both of their goals.

**Competing** A boss is very proactive about achieving his or her own goals without having to coordinate with other workers

**Compromising** That requires a moderate level of perseverance and cooperation.

### **5.0 Conclusions**

Conflicts in the workplace greatly affect female employees. It affects more than male employees of women employees and, moreover, the results show that Woman looks at confrontation more genuinely and regards it as obstructive. The conflict between the female and female workplace is viewed negatively then that of the conflict between male to male. Many women chose strategies for conflict avoidance, because they don't want to be seen as aggressive or Confrontational, qualities mostly related to men.

Some people still reject it for these reasons. In addition, both female and male colleagues expect women to show greater empathy for the feelings. To be more supportive and nurturing of others-thus avoiding conflicts and not taking them up as challenges.

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