

EFFECTIVE CONFLICT MANAGEMENT IN A TEAM

ASHISH KUMAR

P P Savani University, Surat, Gujarat, India

ABSTRACT

We continued to fight for the rest of our lives. There is a conflict between our family, our companions and our workplace. In the workplace, a conflict can occur between two people or a group, and when we don't allow our issues in the workplace, we are allowed to succeed in conflict management. In today's organizations, people work in teams that are part of a larger group or on an autonomous front. These teams provide a support framework that can be used to improve application and results, which is the source of competition. As is the theme, this is a scene where the group relies on a live promotion of their integrity. Similarly, for any team, there is a difference in assumptions, which helps them to think that their team's reasons and overall organization form the proper structure. At the same time, these assumptions trigger the feelings of team members. The motivation behind the organization will get disrupted when there is a conflict within the team. It is vital to understand conflicts within a group, and the base of all conflict is personal problems and stress. While we appreciate the inevitable way in which team conflicts can be avoided, we cannot imagine how personal problems can affect team conflict as well. Moreover, conflicts affect individual, his relationship with the team and the organization. So, if a coordinator finds a better way to solve the conflict, the team may reach the most prominent heights in the company. This article will introduce team conflicts, work difficulties and how each of them presents themselves in the team. Motivational images lead the team's relationship against conflict.

Key words: Team, conflict, Problem solving, Manageme

1. INTRODUCTION

We should look at the various primary and secondary causes of group conflict. Team members have different characteristics, and they have the appropriate structure to determine how others perceive the effort and how they interact [1]. Group evaluations affect mood, behavior, which is essential in portraying their personality and how they interact with situations as a group or as an individual. Team member's difference in goals and knowledge are a significant cause of team conflict. When there are alternative perspectives that inspire experts and professionals, they create conflict within the group. Being on the privileged team can be dangerous for other team members, while someone with lesser knowledge can be seen as an obstacle to the team. The duties and performance of team members are a source of conflict because the team member leaves a profession, which undermines the rest of the team. A team member is a person responsible for a particular group or task and may not be sensitive to the conditions that cause conflict during the meeting. Assets that are not authorized in the work environment can cause conflicts between the groups. If resources (i.e., computer, desk, etc.) are limited, then the team members will start fighting for acquiring the resource, and this may hurt teamwork [2-6]. Another important reason in team conflict is the personality of the team members. What is their personality and how their behavior determines their motivation and their vision in the work environment. Characters affect the way we react to situations, as well as the tasks and problems faced by team members or other partners. Group ties when you depend on each other to perform a specific task, it can lead to a battle that can occur when you fail to finish your job or find yourself filled insignificant work. This burden seems particularly essential when the defect is present, and another member of the group must perform his functions, or be exempt from them. In this situation, the problem-solving method should implement a plan of how a person shares their duties, but when the individual or the team does not fulfil its performance, it causes

conflict [2]. A great effort and facilitator is the source of the conflict, as more and more team members emerge and communicate with each other. The member's interface establishes a close and personal connection with each other, explains how they work together and plays a unique role in the selection process, and recognizes this relationship. Conventional components break the boundaries of the working environment, and these constraints make it challenging to perform in complex working conditions. Due to nature, working environment agreements may appear. This movement targets only conflicts.

2. TYPES OF CONFLICTS:

Different types of conflicts depend on the causes of the current conflict. Psychological conflict is a conflict that focuses on problems, reasons, standards or practices. Thus, regardless of the disagreement, the question arises of how the board member exposes the principles or techniques of the proposed or retained opinion. Personal war on conflict emphasis on personal or collegial attributes is not yet against individual cases.

2.1. The conflict concerns individuals, emotions or traits:

These types of conflicts are the result of close training at home, where a team member or member focuses on another person, their emotions or their attributes [6,7].

Given the fact that one of the team members can face internal conflicts that are not created or encouraged by the team, the conflict can be transformed into internal conflict. Internal battles are known to reduce the width of a person. Personal war with another member of the other type of group; this is where the team member is against another. One person may conflict with the entire team, or some team members may differ from each other, or there may be a conflict between teams or the team may conflict with a member who does is not a member of the team.

2.2. Dispute resolution methods:

The answer to the team's conflict can be divided into five phases [4,6]. All things considered as a team member, you and your team members need to understand how to change this overall arrangement and understand it appropriately. Excellent conflict skills interfere with team conflicts, and now we ignore exchange again, there are times when someone says something obvious, while their nonverbal messages speak about something else provided that. No fatal errors have been reported to the public. There are situations in which we study individual practices or functions, and the rest of the cycle of good applicability differs. A quick burst and the end of different sentences is not a correction. False choices are made at the expense of the time you spend obtaining the data, and in this case, someone is missing essential information, which conflicts with the viewer. The second is to provide an assessment framework in which the team member uses their new skills to resolve the options continually, and the individual is investigated. The team member can determine if he knows the different skills he has used in the team.

It is necessary to link the conditions of the group to find an answer to the conflict. Team members need to find approaches to understand the inequalities for this condition, and with approaches to identify desires for consensus and inequalities; they are sufficiently interested in conflict resolution. In this group, members can actively examine their behaviour to describe the boundaries between themselves and the team. When the above conditions are met, the committee can now discuss joint efforts to resolve disputes. These organizations can help them understand their conflicts without a partner. Nowadays, when conflict management within a team is successfully managed, can team members be kept at the primary level to hone their conflict resolution skills?

2.3. Meet a potential team

About conflict resolution skills, this group should be monitored. There is a position on conflict resolution under the supervision of such a group, where there are outcome plans, and the group is guided by patterns. Working conditions with friends and these developments need to be transformed and capitalized. It is configured for conflict resolution to discover the capabilities and information found. These workshops are recommended to improve skills and demonstrate the ability of team members to organize conflict situations and provide them with a better environment for selecting group strategies.

2.4. Description of the cell between the future help of the team:

Voting workshops must be conducted in a relaxed manner, and these informal meetings must provide an evolution of ideas, improve team spirit and maintain the ability to supervise group conflicts. These exercises are added to the team calendar and provide additional help.

3. MANAGEMENT FUNCTIONS IN CONFLICT RESOLUTION AND MANAGEMENT:

After giving the team players the necessary skills to ask questions, it is essential to remember conflict resolution and team management. An excellent mark is given to the team member; the chair is ignored and can be associated with the battle [10]. The union leader must take responsibility and strengthen the workers. Anyway, there is a system between management and masters, whether or not they are disconnected from a significant player in practice. One conclusion is that the workers do not answer the questions asked by management. At the end of the test, they choose to answer the races carefully. There is no incentive for this type of situation to be judged since the combination of an external individual is generally distressing for both groups. Because a leader can hire his employees, they should have the opportunity to build a distressing conflict, and the leader must undoubtedly analyze the conflict to help the common man [5]. This type of conflict is considered to be a precursor to the development, belonging and realization of events. Also, when rules are essential for team members to differentiate and manage conversations, the leader does. To mark the conflict, the first step that a leader must take into account is the meetings of each office manager, and the conflict that executives face is crucial.

The headquarters will be at the meeting and will allow officers and staff to investigate. Total control is just as important as the difference that comes with trying to understand the facts and organizing a team to work for the beneficial aspect of organization which becomes crucial [9]. It is essential that they get the right details and that they are customized to meet the requirements. Facts After the social event, members at the time asked the esteemed leader to submit their requests. It plans to allow supervisors and workers to present their arrangements and solutions. Leader functionality is essential, and they may now have ineffective solutions. After the enthusiasm for the work, will the board take a big step in welcoming everyone to find solutions at this point? There may be external assistance needs, for example, objective identification and monitoring of conflicts when solutions are found, they provide these facts, and they are ready to handle any problems they face. When such a procedure occurs, workers will be noticed, and the job will be more comfortable. Managers' responsibilities include managing and compiling preparation for the benefits and objectives of cash litigation [10-15]. It is the leader's responsibility to promote connections, create workshops, give workers time to go out, negotiate between teams and organize different teams. In order to function the team, an effective management protocols must be designed which can give strength to the management structure of an organization [16].

4. CONCLUSION:

With all of this in mind, this article has provided you with data to define a conflict solution. When auditing the interests and objectives of any merger, we found that correspondence is essential to improving the contract. There should be strong coordination up and down with fantastic competition between team members. All that needs to be done is to follow the practices of the Team Utility Workshop. Teams need to create an increasingly complete set of events, for the purpose that teams typically achieve. It is necessary to modify, divide, move and realize the random properties of all. Further, indentifying the risk factors is crucial in any organization whether it is team, management, marketing etc. this can aid in smooth running of an organization process [17,18].

REFERENCE

1. E. Cialkowski, Layer of protection analysis as a multifunctional team problem solving tool. *Process Safety Progress*, 36(3), 257–263. <https://doi.org/10.1002/prs.11870>(2017).
2. J.Darnell and T. Means, What do People, Prototyping, Problem Solving, and Play-Doh have in Common? Team-based Learning! *American Journal of Management*, 17(2), 43–46. [http://search.proquest.com/docview/1926896866/\(2017\)](http://search.proquest.com/docview/1926896866/(2017)).
3. V.Hagemann and A.Kluge, Complex Problem Solving in Teams: The Impact of Collective Orientation on Team Process Demands. *Frontiers in Psychology*, 8, 1730. <https://doi.org/10.3389/fpsyg.2017.01730>(2017).
4. D.Herath, J.Costello and F. Homberg, Team problem solving and motivation under disorganization – an agent-based modeling approach. *Team Performance Management: An International Journal*, 23(1/2), 46–65. <https://doi.org/10.1108/TPM-10-2015-0046>(2017).
5. Horner, H.Robert, Newton, S .James, Todd, W .Anne, Algozzine, Bob, Algozzine, Kate, Cusumano, Dale and Preston, Angela. A Randomized Waitlist Controlled Analysis of Team-Initiated Problem Solving

- Professional Development and Use. *Behavioral Disorders*, 43(4), 444–456.
<https://doi.org/10.1177/0198742917745638>(2018).
6. P.Isabirye and M. Abesiga, How Kabarole Hospital in western Uganda saved mothers' lives through team-based problem-solving. *BMJ Open Quality*, 6(2), e000191. <https://doi.org/10.1136/bmj-oq-2017-000191>(2017).
 7. L. D. Johnson, Exploring Cloud Computing Tools to Enhance Team-Based Problem Solving for Challenging Behavior. *Topics in Early Childhood Special Education*, 37(3), 176–188.
<https://doi.org/10.1177/0271121417715318>(2017).
 8. A.Juan, Freixes, Panadero, Serrat and Estrada-Moreno. Routing Drones in Smart Cities: a Biased-Randomized Algorithm for Solving the Team Orienteering Problem in Real Time. *Transportation Research Procedia*, 47, 243–250. <https://doi.org/10.1016/j.trpro.2020.03.095>(2020).
 9. Soni, Vishal Dineshkumar, Importance and Strategic Planning of Team Management (June 1, 2020). INTERNATIONAL JOURNAL OF INNOVATIVE RESEARCH IN TECHNOLOGY | July 2020 | Volume: 7 | Issue: 2 | PageNo: 47-50 | http://ijirt.org/master/publishedpaper/IJIRT149921_PAPER.pdf.
 10. S.-W.Lin and V. F. Yu, Solving the team orienteering problem with time windows and mandatory visits by multi-start simulated annealing. *Computers & Industrial Engineering*, 114, 195–205.
<https://doi.org/10.1016/j.cie.2017.10.020>(2017).
 11. J.Riera-Ledesma and J. J. Salazar-González, Solving the Team Orienteering Arc Routing Problem with a column generation approach. *European Journal of Operational Research*, 262(1), 14–27.
<https://doi.org/10.1016/j.ejor.2017.03.027>(2017).
 12. H.Wang, Z.Ren, X.Li and H. Jiang,Solving Team Making Problem for Crowdsourcing with Evolutionary Strategy. *2018 5th International Conference on Dependable Systems and Their Applications (DSA)*, 65–74.
<https://doi.org/10.1109/DSA.2018.00021>, (2018).
 13. T. J.Wiltshire, J. E.Butner, and S. M. Fiore, Problem-Solving Phase Transitions During Team Collaboration. *Cognitive Science*, 42(1), 129–167. <https://doi.org/10.1111/cogs.12482>(2018).
 14. T. J.Wiltshire, S. V.Steffensen and S. M. Fiore, Multiscale movement coordination dynamics in collaborative team problem solving. *Applied Ergonomics*, 79, 143–151.
<https://doi.org/10.1016/j.apergo.2018.07.007>(2019).
 15. Wu, Tung-Hsien, Huang, Shi-Ming, Huang, Shaio and Yen, David. The effect of competencies, team problem-solving ability, and computer audit activity on internal audit performance. *Information Systems Frontiers*, 19(5), 1133–1148. <https://doi.org/10.1007/s10796-015-9620-z>(2017).
 16. Nadikattu, Rahul Reddy, Effective Innovation Management in Strategic Planning (May 14, 2020). Rahul Reddy Nadikattu, INTERNATIONAL JOURNAL OF ENGINEERING, SCIENCE AND - Volume 9, Issue 5, May 2020, Pages: 106-116. Available at SSRN: <https://ssrn.com/abstract=3622850> or <http://dx.doi.org/10.2139/ssrn.3622850>
 17. Nadikattu, Rahul Reddy, Risk Management in Private Sector (May 2, 2019). International Journal of Computer Trends and Technology, 2019. Available at SSRN: <https://ssrn.com/abstract=3629689> or <http://dx.doi.org/10.2139/ssrn.3629689>.
 18. Mohammad, Sikender Mohsienuddin, Risk Management in Information Technology (June 9, 2020). Available at SSRN: <https://ssrn.com/abstract=3625242> or <http://dx.doi.org/10.2139/ssrn.3625242>