

## THE RELATIONSHIP BETWEEN ACADEMIC POSITION AND CONFLICT MANAGEMENT STRATEGIES OF TEACHING ACADEMIC STAFF IN THE STATE UNIVERSITIES IN SRI LANKA

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### ABSTRACT

*Conflicts are an everyday phenomenon in each individual or each group or in organizations which are impossible to avoid. Therefore conflict in higher education is also unavoidable. It exists at every level of academic world and it is possible to manage. This study was conducted to identify the mostly using conflict management strategies of academic staff and to identify the relationship between Academic position and conflict management strategies of academic staff in the State Universities in Sri Lanka. Further this study focus on to study the significant different among academic position and conflict management strategy. For this study the primary data which were collected from randomly selected 801 permanent academic staff using the structured five point scale questions from all 15 state Universities in Sri Lanka. The Findings showed that there was a significant difference in conflict management strategies adopted by academic staff in the state Universities in Sri Lanka. Findings revealed that Academic position has a significant relationship with integrating conflict management strategy while Academic position has no relationship with forcing, obliging, avoiding and compromising strategy. Further there is a significant different among current position of academic staff and CMS and also findings revealed that academic position vary in handling conflict management strategies.*

**Keywords:** *Conflict, Conflict management strategy, Academic staff, compromising, and integrating.*

### 1. INTRODUCTION

Conflict is a natural, everyday phenomenon in each individual or each groups or in organizations. It is an unavoidable component of human activity (Brahnam, Margavio, Hignite, Barrier, and Chin 2005). Olu Okotoni and Okotoni (2003) indicate conflict have become part and parcel of human organizations all over the world. It can be arise at anytime and anywhere in human personal, academic and professional

life. It is impossible to avoid, but it is possible to manage. If it is not managed effectively it leads to increased stress, reduced workplace performance and negatively impacts health and comfort of employees (McKenzie, 2002) While Ghorbani and Razavi ( 2011) explained Conflict has both negative and positive aspects and its impact on the organizations and individual employees performance depends on how it is managed. People use

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