

IMPACT OF 'INDIVIDUAL POLITICAL IDEOLOGY DIVERSIFICATION' OF GENERATIONS ON INTERPERSONAL CONFLICTS IN PUBLIC BANKS

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This study focuses on investigating the impact of individual political ideology diversification of different generations on the interpersonal conflicts at work. It is expected that the outcome of this study will guide the society to follow a new career path which leads to creates multi skilled and calm employees. The study was carried out as a cross sectional field study, predominantly applying the hypothetical-deductive approach, in which the researchers' interference on the study sample was minimal. The population of the current study comprises the executive level employees in public sector banks in Colombo region Therefore, the unit of analysis is at the individual level. As the total number of observations in the population is known, the simple random sampling method was applied for selecting the study sample. The target population was 322 respondents as a sample to check according to the Morgan table. Out of 300 questionnaires distributed, 235 responses were received from survey. Finally, with the results of analyzed data and the literature review the authors successfully determine that individual of political ideology will influence on interpersonal conflicts at work. That study makes a major theoretical contribution by addressing the political theory and generation's theory to the literature also. It is suggested that managers and practitioners establish such a culture, calm environment by improving team work in the workplace. Cross validation of the findings of this study to be done in different industries and different cultures comparatively among a bigger sample in subsequent studies is recommended, which will add more insights to the substance of the study.

Keywords: *Diversity; Interpersonal conflicts; Political ideology; Public banks*
