

Why Does Conflict Exist in Organizations?

Well, this is a fairly simple question, but the answer is much more complex.

Sources of Conflicts

First of all, the fact that an organization exists at all is one reason for conflict. An organization - any organization has one function to control and regulate the action of its people.

But most people don't like to be controlled and regulated.

They prefer to think that they are free to move about, make their own decisions, and run their own lives as they please.

They see the organization as removing that freedom. There are rules that must be followed, time schedules, budgets, limitations and restrictions. This is the way organizations are run and this is the threat the people see in them. So a

certain amount of conflict arises just because the organization exists.

And, there is another problem. An organization represents something bigger than the employee, and we worry about things that are bigger



than we are. No matter how small the organization is, it is bigger than the individual, so we may find that subconsciously we fear that bigness.

These worries and concerns come out often times as conflicts. We fight the organization, the people running it.

How to Overcome Conflicts

The manager or supervisor can help to overcome some of the conflict, by overcoming the unknown quantity of his own organization and letting the employees understand what is going on and why.

He can let them in on the setting of goals, the setting of the budget and the work schedule. So they can see that the organization is not too big nor too inflexible to take into consideration the individual needs and problems of the people working there.