CONFlict MAnagement stylEs – a study of vardhman politEx limited, bathinda

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Abstract

Today the structure of organizations becomes complex and multicultural with people from different nationalities and different cultures working together to achieve the common goal. Due to variety of workforce, scarce resources, personality clashes, power and status differences, communication barrier leads to conflicts in organizations. Conflict management is the employment of strategies to collect these perceived differences in a positive manner. There are so many techniques to solve the conflict like competing, collaborating, avoiding, compromising and accommodating. These techniques vary from individual to individual as well as from type and nature of the conflict. As this study is conducted at VPL, Bathinda (Punjab) a textile company established in the year 1987 and currently running with capacity of 10,500 spindles with tremendous workforce. As the firm has tremendous workforce from different cultures and nationalities, hence, it is obvious that conflicts may arise in the organization. By keeping in mind this, the present paper intends to evaluate the conflict management styles of employees working in the organization and what styles they may adopt while resolving the conflicts with the management.

KEY WORDS: Current scenario of conflict management in VPL, Evaluation of Conflict management styles, Adoption of CM styles in VPL and Suggestions