

# **Concept of Conflict**

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**BY:-MRS.RINKI KUMARI**

**DEPTT.OF EDUCATION**

**MMHA&PU,PATNA**

# Conflict:

- ▶ Conflict can be defined in many ways and can be considered as:
  - an expression of hostility,
  - negative attitudes,
  - aggression,
  - rivalry and
  - misunderstanding.
- ▶ "A situation in which someone believes that his or her own needs have been denied is conflict".

# Conflict:

- ▶ Conflict is a psychological state of mind when people are in a dilemma whether to do or not to do a thing, is a state of conflict.
- ▶ Conflict occurs when individuals are not able to choose among the available alternative courses of action.
- ▶ According to J.W. Thomas;  
"It is a process that begins when one party perceives that another party has negatively affected or is about to negatively affect something that the first party cares about".

# Conflict:

- ▶ According to:

Joe Kelly, "Conflict is opposition or dispute between persons, groups or ideas".

- ▶ Follett says, "Conflict is the appearance of difference, difference of opinions, of interests".

- ▶ Conflict can be treated broadly as a philosophical category denoting **the clash of power against power** in the striving of all things to become manifest.

# Nature and Origin of Conflict:

- ▶ The understanding, one has, of a conflict is strongly influenced by the way one thinks about the nature of conflict.
- ▶ Presentation of conflict as:
  - ▶ a natural phenomenon,
  - ▶ as an alien or abnormal happening in social life,
  - ▶ as a necessary condition for the development and growth of individuals and societies.
- ▶ The individuals are faced with the whole range of conflict types, from intrapersonal to international situations; they deal with conflict in individual's mind, at home, in educational institution and at work; they deal with it as it takes place in the social environment around them.

# Nature and Origin of Conflict:

- ▶ Working together is not always easy, it is because of Conflict.
- ▶ By its very nature, conflict is a process of polarization.
- ▶ When two people or parties are in conflict, they characteristically move to opposite sides of an issue.
- ▶ They fortify their position by overstating their case, creating further distance between themselves.
- ▶ As the conflict escalates, they become more resolute in defending their position and destroying that of their opponent's.

# Nature and Origin of Conflict:

- ▶ Conflict is a process of simplification.
- ▶ We ignore the reasons, justifications, viewpoints and concerns of the other side.
- ▶ We dismiss the texture and meaning of their statements, and we are blind to the shortcomings of our own.
- ▶ They are wrong and we are right.

# Nature and Origin of Conflict:

- ▶ Conflict is generally considered as a tendency to perform two or more incompatible responses at the same time, resulting in emotional, mental and physical levels.
- ▶ A classic understanding of conflict is a dynamic phenomenon; one actor is reacting to what another actor is doing, which leads to further action.



# Nature and Origin of Conflict:

- ▶ Conflicts may arise then the parties are like players, competing for the same prize such as power, position, authority, territory or materials or disagreements about the rule of the game.
- ▶ Ho-won Jeong is an international peace researcher who pointed out that relative deprivation, dissatisfaction of basic needs, failure of organizational functions, asymmetric power relations and dominant social structures are the important components in the origin of conflict.

# Nature and Origin of Conflict:

- ▶ Basic requirements of human beings are both physical and psychological needs. Food, shelter and other basic material necessities are needed for physical survival. Love, affection, security and self-esteem satisfy psychological needs. Lack of this physical and psychological conditions of human beings are responsible for the stage of conflicts.