

Free Essay Sample on Conflict and Conflict Resolution Essay

Introduction

The main issues of conflict and conflict resolution are multiple parties, varying interests, and alternatives. Conflicts arise when there are two or more parties with varying interests. They are fueled by the perception of one party that the other has affected, or is about to affect something the first party cares about negatively (Thakore, 2016). For instance, there will be a conflict between a manager and an employee if the latter does not meet the required performance because it lowers the overall merit of the organization, against the interest of the manager.

Ability to Effectively Deal With Conflict

The ability to manage conflict effectively depends on your ability to remain calm and alert while under stress, control your emotions and behavior, to concentrate on the feelings being expressed, to be cognizant, and respectful of differences (HelpGuide, nd). While calm, you can read and interpret the communication by the other party properly. Controlling emotions enables you to engage in proper communication with the other party to determine an appropriate solution without frightening, forcing, or confronting them. Paying close attention to the other party is necessary to understand their feelings through their verbal and nonverbal signals, like facial expressions, voice tone, and body posture. Lastly, to deal with conflict effectively you need to be aware of and respect the differences that have resulted in the conflict. By understanding and respecting the differences you can determine the most effective way to deal with the conflict justly, without suppressing the other party.

Real-Life Solutions to the Problem

In my opinion, to address the problem I would train the existing recruitment staff so that they are prepared to recruit and select the appropriate scientists. Allocating additional funds to hire more scientific recruiters will cost the organization more time and money than training the existing recruiters. Berkeley's study estimates the cost of hiring new talents to an organization to be as high as 50-60% of their annual salary, and the costs of turnover can reach up to 200% (Foster, 2015). Moreover, replacing the recruiters requires a lot of time to handle interviews, payroll administration, and benefits, which will result in production delays. Training the existing recruiters will empower them, increase the retention of employees, and increase their engagement in the workplace. Moreover, it will increase flexibility because you can encourage the recruitment staff to handle multiple roles and responsibilities, and enhance their management potential, which prepare them for promotion to departmental management and make them future trainers. Training the existing employees is, therefore, the best way to address the problem.

Criteria for Success

First off, the employee training program will begin with an analysis of the training needs of the

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Jianjun Gao



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Table of Contents Conflict Paper Example

1. Understanding the eBook Conflict Paper Example
 - The Rise of Digital Reading Conflict Paper Example
 - Advantages of eBooks Over Traditional Books
2. Identifying Conflict Paper Example
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Conflict Paper Example
 - User-Friendly Interface
4. Exploring eBook Recommendations from Conflict Paper Example
 - Personalized Recommendations
 - Conflict Paper Example User Reviews and Ratings
 - Conflict Paper Example and Bestseller Lists
5. Accessing Conflict Paper Example Free and Paid eBooks
 - Conflict Paper Example Public Domain eBooks

- Conflict Paper Example eBook Subscription Services
- Conflict Paper Example Budget-Friendly Options
- 6. Navigating Conflict Paper Example eBook Formats
 - ePub, PDF, MOBI, and More
 - Conflict Paper Example Compatibility with Devices
 - Conflict Paper Example Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Conflict Paper Example
 - Highlighting and Note-Taking Conflict Paper Example
 - Interactive Elements Conflict Paper Example
- 8. Staying Engaged with Conflict Paper Example
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Conflict Paper Example
- 9. Balancing eBooks and Physical Books Conflict Paper Example
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Conflict Paper Example
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Conflict Paper Example
 - Setting Reading Goals Conflict Paper Example
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Conflict Paper Example
 - Fact-Checking eBook Content of Conflict Paper Example
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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