Identifying conflicts in workplace among private and public Employees at Solaiyappan street, Kumbakonam.

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Abstract

This research deals with the various factors which are identified as a conflict causers in a place of work. The highest average shown here in this paper is really interesting to realise. The ANOVA calculation shows another interested result. For this purpose of study, 20 papers in connection with my Statement of problem were being referred. The study of my research paper is presented below.

Introduction

All the workplaces will have their own conflicts to deal with. The word and activities or operation of the word "Conflict" is a factor of ubiquity in nature. Conflict is present in all aspects of process of workplace. It may be in human interactions, with machineries and may also be in different levels of organisation. Its present is inevitable because both ways of results (positive as well as negative) can be possible. Private workplace and its areas of conflict is somewhat different form conflicts which are in government work environment.   It is also depending on the size of both the types and their culture. Still they have balanced and some common factors, which are seeming to be suitable invariably for all the places. The Research on "Identifying private and government workplace conflicts" {simply 'Conflict Management'} is to know the basic bunch of ideas to effectively manage some common factors by identifying them.

As the day progresses, business is heading towards a micro level development, somehow, and just like that conflict grows.   Sometimes the decisions arising to overcome a particular problem results in innovations of new ideas and also in future growth.

The present Research aims to study the problematic factors named conflicts arising in front of workers.

Literature Review

Ahmed Adamu Isa, **2015** showed his focus on workplace relationship among employees by reducing the labour turnover and by having labour retention.

Jacob Bercovitch, 2009, emphasised administrative control has to be there to manage the things. He suggested that admins must see that conflicts management is also their part of role to resolve.

Zelijko Turkali, Ivana Fosic, **Davor Dujak, Strossmayer, 2012**, made a relative study for the presence, nature and to evaluate them. And found that the mangers must create awareness among the modern day workers in an organisation, not the organisation itself, to find the severity of the issue to deal with it first (according to the value they found).

Shariq Abbas, Neha Joshi, **2013**, conducted various tests to identify the handling capacity of different individuals of age, marital status, income level, experience, and all, involving in conflicts. He had various variables to measure the capacity.

African Journal of Business Management, **2011** dealt with Educational universities, he suggested to locate the source of arising of a particular conflict. He further said to have a rigid kind of regulations at the management level.

Research Methodology

Survey of the employees done from both the sectors, irrespective of organisations they work. The location of my research is Kumbakonam, in and around Solaiyappan Street. Data are collected by both Primary and Secondary methods. Where primary data collection process involving direct questionnaire with individuals and secondary process involving references from various Journals, Articles etc. which are made as assistance for my research. Sample size is 41 where 30 samples from

private institutions and 11 from government organisations. The sampling technique is done using Simple average method and ANOVA.

Data Analysis –

Variables

Often face conflicts	2.76
Communication conflict	2.80
Issue for the thing done almost perfect	2.32
Top authorities problem	2.85
Instant solutions	2.95
Experience to tackle	2.83
Stress buster is family	2.49
Suggestions from colleagues (or others)	2.49
Consultation with higher officials	2.88
Stepping stone to the betterment	2.71
Never mind about conflicts	3.12

(5 Likert Scale).

Part-1   Hypothesis:

H0; There is no significant difference between private workplace and conflicts.

H1; There is significant difference between private workplace and conflicts.

The following table shows the ANOVA single factor calculation for the employees working in **private institutions**. The size of calculation is 30 employees. It has the P-value of 0.11, which shows that the Null Hypothesis has been accepted.

ANOVA

Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	24.358	1	2.4443	1.58	**0.112321**	1.860438
Within Groups	492.87	19	1.55			
Total	517.22	29				

Interpretation:-

Since the null hypothesis is accepted, here there is no conflicts on and often between the institutions and the employees.

Part-2   Hypothesis:

H0; There is no significant difference between public workplace and conflicts.

H1; There is a significant difference between public workplace and conflicts.

The ANOVA single factor calculation for the sample size of 11 employees of various government organisations is:

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	21.719	2.10	1.57	1.58	**0.123238**	1.917827
Within Groups	151.64	110	1.38			
Total	173.36	120				

Interpretation:-

The P-value is 0.12, shows that the same null hypothesis is acceptable. So that there is no significance, for relationship, between conflicts and the public workplace.

Conclusion

The research findings are:

1. Sample employees from both the sectors are, as the mean values suggest (highest-3.12), never mind about the problems they get. They just keep themselves go on their works. Above all, if they have some issue in front of them, they are about to get instant solutions to get rid of the problems.

2. These factors show that the workers are trying to avoid any kind of conflict. First up, they are not taking into consideration of the problems, then they search for instant solutions.

3. It is interesting that the samples from both the sectors are showing no significance for relationship between conflicts and the workplaces.

4. Another valuable finding is that, as the private institutions have lesser problem arising, because of their job security, the employees of those institutions are better known to handle even a serious factor in a better method.

5. Myself at the time of data collection, found that the female workers are holding their nerves, cool, composed, to manage the issue in front of them, better than a male worker. Their solutions are far more anti-problem.

Thus I conclude here, as my research suggests, in both the cases of private and public sector workers there is no relation between conflict and workplace, because they are never getting it on to the head about the issues. Most of them are avoiding the conflicts, and trying to seek instant solution, which is drastically a good way to survive. Female are dealing with their patience to overcome. Some of my samples using their experience as a strategic tool.

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