



# LEADERSHIP STYLE AND CONFLICT MANAGEMENT

PUBA301



# LEADERSHIP

- Leadership in large organisation may be defined as influencing and encouraging people to work together in common effort to achieve the purpose of enterprise.

## ORGANISATIONAL CONFLICT

- Organizational Conflict or otherwise known as workplace conflict, is described as the state of disagreement or misunderstanding, resulting from the actual or perceived dissent of needs, beliefs, resources and relationship between the members of the organization. At the workplace, whenever, two or more persons interact, conflict occurs when opinions with respect to any task or decision are in contradiction.

# CONFLICT MANAGEMENT

- Conflict management is the process by which disputes are resolved, where negative results are minimized and positive results are prioritized. This key management skill involves using different tactics depending on the situation, negotiation, and creative thinking.

## BARGAINING STRATEGIES

- Integrative bargaining (also called interest-based bargaining or win win bargaining) is a negotiation strategy in which parties collaborate to find a win win solution to their dispute. This strategy focuses on developing mutually beneficial agreements based on the interests of the disputants.

## ARBITRATION AND CONCILIATION ACT

- The various objectives of the Act are: Cover international and domestic commercial arbitration and conciliation comprehensively. Make a procedure which is fair, efficient and capable of meeting the needs of the society for arbitration and conciliation. Provides reasons by the tribunal for granting any arbitral award.