

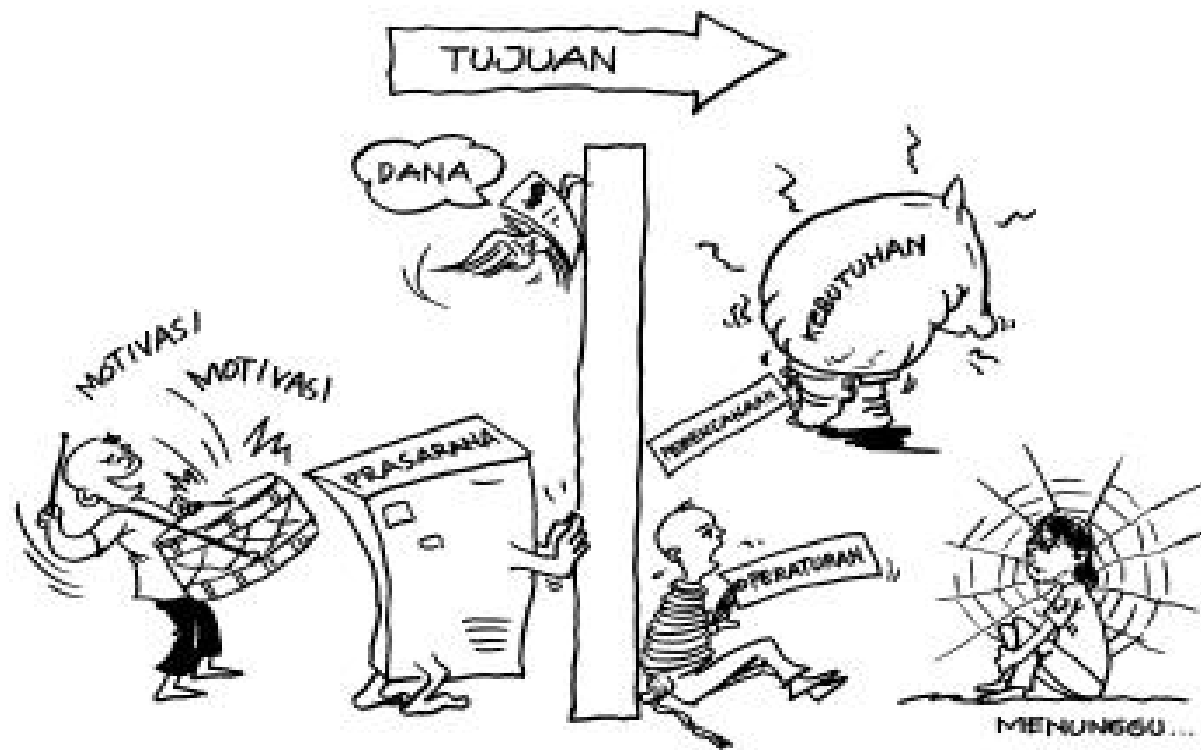
INTERACTIVE CONFLICT



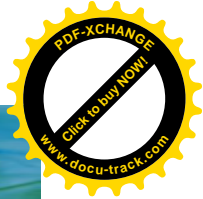
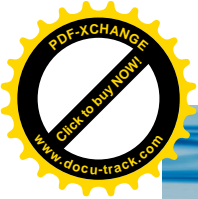
MUSTHOFA HADI, SE
musthofa@email.com

CONFLICT

WHAT DOES IT MEANS?



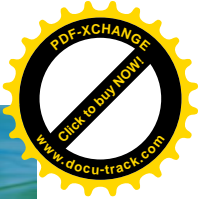
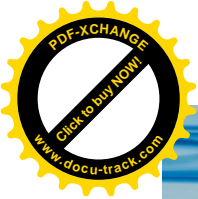
“Situations and feeling that is the result of expectations versus reality.”



CONFLICT

THE TRADITIONAL ASSUMPTIONS

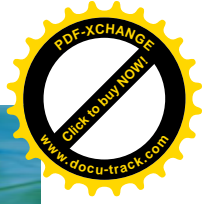
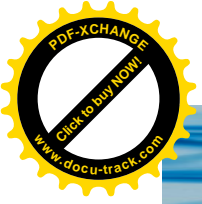
- **Conflict is by definition avoidable.**
- **Conflict is caused by trouble-makers.**
- **Legalistic forms of authority are emphasized.**
- **Scapegoat are accepted as inevitable.**



CONFLICT

THE NEW ASSUMPTIONS

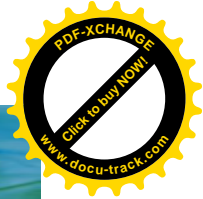
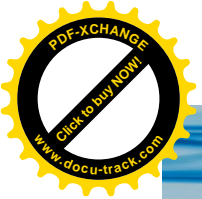
- **Conflict is inevitable.**
- **Conflict is determined by structural factors.**
- **Conflict is integral to the nature of change.**
- **A minimal level of conflict is optimal.**



CONFLICT

WHAT DOES IT CONSIST?

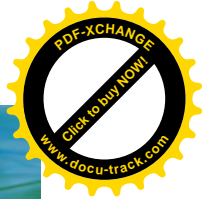
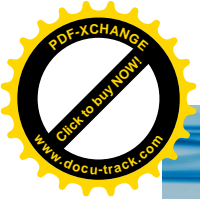
- **Intra-individual Conflict.**
- **Inter-personal Conflict.**
- **Inter-group Conflict.**
- **Organizational Conflict.**



intra-individual CONFLICT

WHAT DOES IT CONSIST?

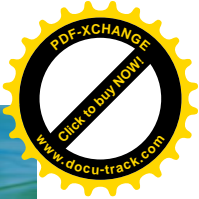
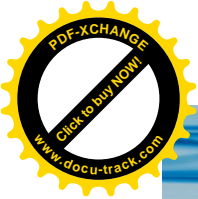
- Frustration.
- Goal Conflict.
- Role Conflict.



intra-individual CONFLICT

WHAT DOES IT CAUSED?

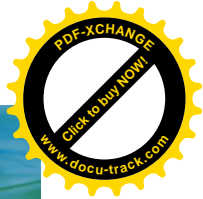
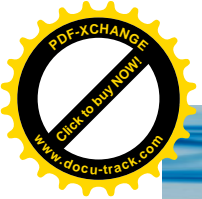
- A number of competing need and roles.
- A variety ways that drives and roles can be expressed.
- Barriers which occur between the drive and the goal.
- Both positive and negative aspects attached to desired goals.



Inter-personal CONFLICT

WHAT DOES IT CAUSED?

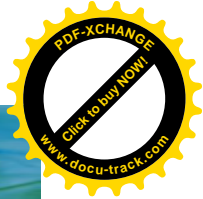
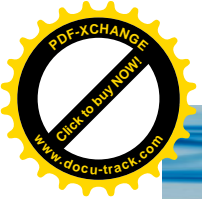
- Personal differences.
- Information deficiency.
- Role incompatibility.
- Environmental stress.



Inter-personal CONFLICT

HOW IT COULD ANALYZED?

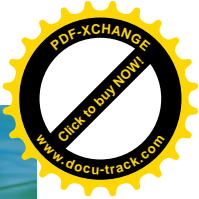
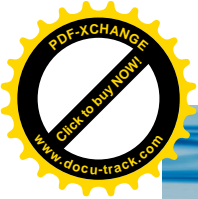
- Forcing.
- Accommodating.
- Avoiding.
- Compromising.
- Collaborating.



Inter-personal CONFLICT

REVOLUTION STRATEGIES

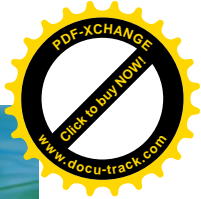
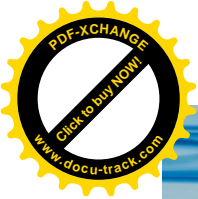
- Lose-lose approach.
- Win-lose approach.
- Win-win approach.



Inter-group CONFLICT

WHAT DOES IT CAUSED?

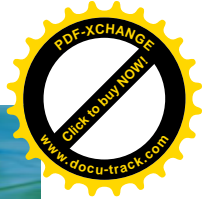
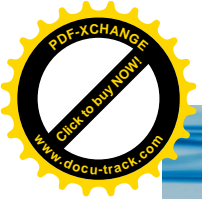
- Competition for resources.
- Task interdependency.
- Jurisdictional ambiguity.
- Status struggles.



Inter-group **CONFLICT**

REVOLUTION STRATEGIES

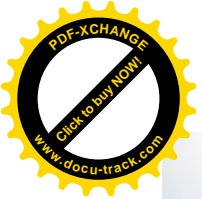
- **Avoidance.**
- **Diffusion.**
- **Containment.**
- **Confrontation.**



Organizational CONFLICT

WHAT DOES IT CONSIST?

- Hierarchical Conflict.
- Functional Conflict.
- Line-staff Conflict.
- Formal-informal Conflict.



THANK YOU

