Investigating the Relationship between Organizational Strategies and Conflict Management Styles (Case Study: Mazandaran Disciplinary Command)

Seyed Mehdi Ahmadi Baladehi¹, Ali dastour²

Received: 2020/10/01 Approved: 2020/12/08

Abstract

Organizational conflict as one of the variables that is somehow present in all the above obstacles, if not managed properly can be an important obstacle in the implementation of organizational strategies. Therefore, recognizing the level of organizational conflict and its proper management can be effective in the effective implementation of organizational strategies. The purpose of this study is to investigate the relationship between organizational strategies and conflict management styles. The present study is a correlation in terms of applied purpose and descriptive research method. In order to collect data, the standard questionnaire of organizational strategy Miles and Snow (1978) and the standard questionnaire of conflict management Robbins (1994) were used. The statistical population of this study includes all employees of the Disciplinary Command Headquarters of Mazandaran Province in the number of 485 people, which is a statistical sample of 214 people based on Cochran’s formula. The validity of the questionnaires was confirmed by respected professors and its reliability was obtained using Cronbach’s alpha formula for the conflict management questionnaire of 0.90 and the organizational strategies questionnaire of 0.84, respectively. To analyze the data, correlation, regression and Friedman test using SPSS software were used. Data analysis was performed using correlation coefficient, regression and Friedman tests. Also, according to Friedman test, an analysis with a coefficient of 2.89 is in the first priority, as a result, it has the highest relationship with management, and then reaction or defense with a coefficient of 1.72 is in the second priority and prospectively with a coefficient of 1.39 is in the third and final rank. As a result, it has the least relation to conflict management.

Keywords: Organizational Strategies, Conflict Management Styles, Staff, Mazandaran.

¹- Senior Managemen Specialist In The Department Of Human Resources And Lecturer In Charge Of Practical Scientific Research Of The Author, ahmadi54@iran.ir.
²- Phd Student In Criminal Law And Criminology And A Member Of The Faculty Of Naja Institute Of Law Enforcement And Social Studies, a_dastoor@yahoo.com.