

The Dynamics of Intergroup Conflict

Question no. 1. Explain the dynamics of intergroup conflict with example.

Answer: By dynamics of intergroup conflict we mean, the combination of behavioral and perceptual changes, structures formation, decision process, and conflict aftermath.

Sequences of same are follows:

- Ⓐ Behavioral and perceptual changes: In these circumstances team conformity and loyalty increase very much. In each group task oriented behavior is more instead of relation oriented behavior. It is also clear that an increase in intergroup conflict may reduce intragroup conflict. It also increase group thinking but problem solving is difficult because of conflict. Members of one group consider other as their enemies. They proceed with negative attitude. Sometimes intergroup aggression become unmanageable and it affects the human qualities.
- Ⓑ Structure formation: Intergroup conflict develops autocratic leaders and there is new power structure. Structure of interaction is formulated that discourages free exchange of information. Intergroup communication becomes restricted. As a result power information is screened by group leadership before dissemination.
- Ⓒ Decision process: Because of the intergroup conflict, pressure is created and there is suppression of intragroup conflict. As a result effective solution of problems becomes difficult. Sometimes there is distortion of facts. Formal relation develops, people become more rigid without any sacrificing tendency.
- Ⓓ Conflict Aftermath: It is also clear that with the conflict resolution both the groups think to be sufferer. When a third party imposes a solution the losing group changes its strategies to build with other group. One group becomes happy. There is little motivation for further improvement. The losing groups are in internal fighting with each other.

Question no. 2. Discuss the effects of intragroup conflict.

Answer: Multidimensional effects of intragroup conflict may be summarized as follows:

- Ⓐ Firstly, organizational climate becomes negative.

- ⓑ We see moderate negative correlation between intragroup conflict and job satisfaction.
- ⓒ There is also weak negative correlation between overall conflict and job satisfaction.
- ⓓ It affects group productivity for past performance.
- ⓔ Lastly. We can conclude that greater inequity is associated with affected conflict. So, intragroup conflict should always be minimum as to minimize group performance , group solidarity, group integrity, group cohesion.

Question no. 3. What are the possible consequences of interunit conflict?

Answer: Consequences of interunit conflict may be summarized as follows:

- Ⓐ Competition in general: It provides checks and balances and motivations.
- Ⓑ Concealment and distortion: It lowers quality of decisions.
- Ⓒ It develops interunit contacts and enhances stability in the system.
- Ⓓ Formality in decision procedures: It lowers adaptability to changes.
- Ⓔ Appeals to superiors for decisions: It provides more contact for supervisors.
- Ⓕ It decreased interunit interaction and affects coordination and implementation of target.
- Ⓖ Finally we can say that interunit conflict develops low trust, suspicious and hostility. As a result there is psychological stain and individual performance declines.

Question no. 4. Discuss the effects of intergroup conflict.

Answer: We know there are both functional and disfunctional effects of intergroup conflict.

Functional effects:

- Ⓐ It increases quality and quantity of output
- Ⓑ If the group members manage their conflict with problem solving style, consequences are very much positive, leading to organizational effectiveness.

Disfunctional effects:

- Ⓐ Intergroup conflict affects productivity, adaptability and flexibility along with organizational climate and job satisfaction.
- Ⓑ Job burnout, dissatisfaction, mental stress are also found because of intergroup conflict.
- Ⓒ Consequences of intergroup conflict become more dangerous if it is handled through dominating, avoiding, obliging and compromising styles.