



**THE RELATIONSHIP BETWEEN TYPES OF POWER MANAGEMENT WAYS OF
DEALING WITH CONFLICT IN OFFICES OF YOUTH AND SPORTS IN THE
FARS PROVINCE**

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ABSTRACT

The main objective of this study the relationship between power sources and ways of dealing with conflict management in the Office of Youth and Sports of the Fars province. The research in the area of research is descriptive and correlational. A sample of all workers and youth sports organizations, making the province that included 186 patients. Cluster sampling method was used for the sample size based on the table krejecie and Morgan were 123 people, In the end, 118 questionnaires were analyzed. Data were collected by questionnaire and Sheraykhym and Hynken Power Sources (1989) and conflict management questionnaire Robbins (1995) is. To confirm the validity of the questionnaires was 12 masters of sports management and reliability in a preliminary study by Alpha Power supplies for Inventory Management Inventory Management 0/73 and 0/80 respectively conflict. Statistical methods used in this study included descriptive statistics (frequency, mean, standard deviation, and...) And inferential statistics (Kolmogorov-Smirnov test for normality of data distribution, Pearson correlation and stepwise regression) is. The results show that the control strategy of conflict management with legal power, coercion and reward is a significant positive relationship, solution-oriented strategy with legitimate power, reward, proficiency and the

authority of the positive relationship and strategies to deal with a significant lack of legal authority and the reward is a significant positive correlation.

Keywords: power, conflict, ways of dealing with conflict, and youth sports organizations, Fars

INTRODUCTION

If you review your everyday life you will arrive at the conclusion that the organizations have strongly influence in our lives, We are in contact daily with numerous organizations and more people spend much of their lives in institutions. (Nia Ganji et al., 2010). In today's world of complex and dynamic organization to continue the activities, increasing capability, promotion and Functionally, improvement and development of their roles and responsibilities in society, the labor and capital human resources other than their own, rely and depend on. Among the prominent role of managers in organizations, strengthening the productive interaction between different groups work and create a healthy environment and a great enthusiasm and talent for the supply of services and prosperity group and personal qualifications of the staff. (Karimi and Shesh Parry, 2012) Scarcity of resources in the face of innumerable human needs, limited promotion to higher posts in the organization, in Applicants shall have high contrast, differences in joint work, the different perceptions toward and phenomena. . . There is an inevitable

conflict in the organization. This issue has caused a lot of managers and the organization's opinion largely They are concerned and even worried. There are people with different personality traits, needs, beliefs, expectations and perceptions of conflict in organizations to avoid made necessary by the governing structure of the organization, based on hierarchy and vertical differences There are horizontal and rigid bureaucratic organization, there is poor communication systems and lack of resources and mismanagement of resources, in particular, organizations that should have high ideals and goals move more susceptible to stress and conflicts and disagreements have (Mehdi Zadeh et al., 2012). So the reality that the best teamwork and the existing working groups, there will be conflict and disagreement, The organization of working groups will help to better understand the situation before it becomes so severe and uncontrollable efforts to resolve the conflict dealt with And seek appropriate solutions (Mirmohammadi, 2011). Researchers, conflict management in terms of equal importance, and even more when things like program planning,

organization, communication, motivation and decision-making know (Sepahvand et al., 2013). One of the most important factors that could cause the optimal way to resolve the conflict Select styles are effective and efficient in resolving these conflicts. Conflict management activities in order to move and make creative use of existing conflicts and dynamics of conflict in organizations is done by creating a spirit of innovation and The methods used to create a more complete (Sepahvand et al., 2013). Therefore, the managers of the nature, characteristics and causes of conflict and how to control and guide have sufficient and accurate information and skills needed to acquire. One of the most important pillars of any organization that would manage the integrity of the work and discipline on it. To achieve an efficient organization, the manager is required to fit the task and using words accurate and convenient facilities to make the best and most effective act of be achieved. To achieve this, managers have to find that the foundations of the organization and methods influence on subordinates are familiar. An administrator can use the power of its key task of directing and coordinating individuals within an organization to achieve the objectives of the action based on its strength in the hive and they influence others to do something in relation to themselves or the labor force in

relation to others (Safari, 2010). Power and its application as a component of the basic tools in the (direction of organization) is proposed and the effectiveness of the organization plays an essential role in realizing the stems. The scope and importance of the organization to the extent that such experts Tolbert and hall of power and Organization to consider a twin and synonyms (certain boroughs et al., 2011).

Statement of problem:

Among the organizations in our country is a daunting task at the present time Department of Youth and Sports is one of the most important segments of education, youth work and the other is the main sport of champions. The subject of today's conflicts The man thought to have occupied more than any other issue, and this in all different forms, such as the conflict between the President and subordinate organizations, employers and employees, the conflict between colleagues and even conflict, there are two people. The various causes of conflicts between individuals and groups appears. Differences in perception, personality, religious, political, and so on the one hand and various inferences about individual goals organization and community On the other hand, the various conflicts in the mass media, provided, however, in many conflict organizations and in particular sport organizations appear to be

a serious problem and can be constructive or destructive. Conflict can be the cause of the adverse effect, created a situation that many organizations lose their resources as far as causing the dissolution of the organization. On the other hand, can lead to useful results and leads to creativity, innovation and the productivity of labor (Mozaffari et al., 2012). Today, as the assets of the organization and manpower as it is a competitive advantage. And harmonious co-existence between these valuable resources including the most important factors for success in all organizations. Conflict is inevitable and necessary for the organization unnecessary. Conflicts can bring more creativity and innovation and promote change or may waste of energy and resources of the organization. Managers for the proper management of conflicts should be considered as a permanent force and constructive approach and the right to meet the needs of the organization, to manage it. Thus, the ability to direct and control the organization's conflict management skills is the most important result (Ahmadi et al., 2012) . In consequence of investigation:

In consequence of an internal investigation: Shojaei et al (2011) in research on communication and conflict management styles and the quality of the relationship between employee director of sports organizations, case study found in the

province of employees, the effects of different styles of conflict management on the quality of the relationship between employee director is significant. Keshtkaran and colleagues (2011), a research on the relationship between emotional intelligence and conflict management strategies in teaching and research university administrators Shiraz found between emotional intelligence and conflict management strategies are statistically significant relationship was found. In educational management, control strategy and management experience significant negative correlation was observed. Among males, between emotional intelligence and strategies of conflict avoidance and negative significant correlation found. Frzadnya (2012), a research on the impact of emotional intelligence on conflict management styles at Tehran's Milad Hospital nurses found a significant relationship between emotional intelligence and conflict management are . Mozaffari et al (2012), a research on the relationship between emotional intelligence and conflict management strategies and team sports coaches in East Azerbaijan province found between emotional intelligence and strategy and avoidance strategy in conflict management, but there is a significant negative correlation the positive relationship between emotional intelligence and conflict

resolution strategy was significant. Mehdi Zadeh et al (2012) in research on personality profiles of managers on conflict resolution style that in secondary schools city of Islam found a significant relationship between managers' personality profiles Sheraton \rightarrow conflict resolution and in secondary schools There is a city in Islam.

Hosseini and Azim Zadeh (2013) in a study of nurses found a correlation between self-efficacy and conflict management strategies and solution-oriented conflict management strategies But there is a significant positive correlation between self-management strategies of conflict avoidance There was no significant statistical correlation and control strategy.

Sepahvand et al (2013) in research on cultural intelligence in dealing with conflict management strategies found between cultural intelligence with conflict management strategies there is a positive relation.

Ahmad et al. (2010), a research on the influence of personality traits on Conflict Management Styles, a significant positive correlation between personality traits and strategies to resolve the conflict there.

Foreign background

And satisfaction of subordinates referential power and expertise to get the most satisfaction, legitimate power, reward

Satisfaction relative to the coercive power of the lowest satisfaction leads.

Kanovsky (2001) in their study concluded that employees who are under the influence of soft power Greater job satisfaction than their subordinates management of the hardware resources are used. Paula Philips Carson, Kerry David Carson and Patricia Lander pence (2002) in a study of power and its impact on employees and customers are used as power sources legitimate, reward, coercive, and specialized reference and its impact on awareness of organizational support and will improve customer service staff in implementing the activities reviewed. They found that the use of specialized regulatory powers, reward and coercion is positively associated with organizational support received and the use of forced or enforcement in the distribution of the activities of improving. Anderson and Mackenzie (2002) The relationship of individual competence and conflict management conducted on 138 students And asked them to comment on their individual merits and the ways in which Conflict situations are specific to the results showed that Practices based on creating unity and collaboration (solution-oriented strategies) are positively correlated with individual merits and managers who use this method to have more success in solving conflicts But Shun-based practices

implemented (avoidance strategies) are negatively associated with individual merits, managers use this method to resolve conflicts in their corporate strategy oriented solutions have been less successful. Afzalar (2002) in research as a model of emotional intelligence and conflict management strategies in seven countries found a significant positive relationship between emotional intelligence and conflict management strategies there. The relationship between emotional intelligence and style compromise and solution-oriented as there is conflict management strategies. Gupta and Sharma (2008) in their study concluded that soft power resources (expertise, authority, information), compared to hard power (the reward) causes more organizational compliance among employees evenly. Aslan (2008) in his study the relationship between emotional intelligence and conflict management style is that of self-awareness and self-management strategies, solutions-oriented components And avoidance is a significant positive correlation.

Me Liang et al (2009) in their study entitled (the impact of personality traits and conflict management, organizational commitment, a case study of Taiwan's financial service personnel) concluded that personality traits bank managers, partly associated with conflict management there. Wang (2010) in

their study as the relationship between the five dimensions of personality styles of conflict management concluded that the characteristics and strategies of conflict resolution there is a significant positive relationship.

Kayoshal (2010) in their study of interactions with the perception of the work environment, assessment of corporate power and its relationship to culture and conflict management that power, culture and conflict management are interrelated.

Research Methodology

This research in the area of research is descriptive and correlation research is included. Since this study was to develop practical knowledge in the field of power and ways to deal with conflict in the province's city administrator of Youth and Sports, is a kind of applied research. The researchers tried using this method, we present a clear picture of the characteristics of the population, what it is, without any influence or interference in the results, describe and interpret.

The population

The study population consisted of all personnel departments of Youth and Sports, who, according to the Fars province the data released by the General Directorate of Youth and Sport of Fars province in 2014 to 186 cases in Office 29 are working.

The sample

Using single-stage cluster sampling according to Morgan krejcie Table 123 research subjects were determined. To ensure the quorum to sample a total of 140 questionnaires (with the likely loss 20%) were distributed in the end, 118 questionnaires were returned.

Variables

The study includes an independent variable (predictor) and dependent variable (criterion), respectively. Variables were predictive power managers (reward, coercive, law, authority and expertise), and also how to deal with conflict criterion variables (control strategy, solution-oriented strategy and the strategy of avoidance), respectively.

Data collection method

For data collection, the library and field method is used.

- The library method was used to collect research literature.

- to collect the data required by field research through questionnaires were used.

Measuring Tools research

(1) Personal Information

(2) Inventory managers of power Sheraykhym and hinkin (1989)

(3)Inventory Robbins' Conflict Management

Stability

To determine the validity or reliability of the questionnaire, organizational justice, the

Cronbach's alpha was used. For this purpose, a prototype test was conducted 15 questionnaire. Then, using data obtained from the questionnaires and the reliability coefficient was calculated using SPSS software.

Statistical Methods

In this study, descriptive statistics to classify and describe findings (frequency, mean and standard deviation,...) Kolmogorov-Smirnov test was used to determine the normal range. After determining the normal values of the Pearson correlation test and stepwise regression was used to determine the relationship between variables.

RESULTS

The first hypothesis

H0: there is no significant relationship between legitimate power management and control strategy.

H1: There is a significant relationship between legitimate power management and control strategy.

Since the normal distribution of data to study the relationship between variables Pearson correlation test was used. Results in the following table:

The second hypothesis

H0: there is no significant relationship between the force management and control strategy.

H1: There is a significant relationship between the force management and control strategy.

Since the normal distribution of data to study the relationship between variables Pearson correlation test was used. Results in the following table:

The third hypothesis

H0: There is no significant relationship between the remuneration of directors and control strategy.

H1: There is a significant relationship between the remuneration of directors and control strategy.

Given that the data distribution is normal, to study the relationship between variables using Pearson's correlation coefficient was used. The results are summarized in the following table:

Table 8: Relationship between the reward and control strategy

The third hypothesis

H0: there is no significant relationship between reward power management and control strategy.

H1: There is a significant relationship between reward power management and control strategy.

Since the normal distribution of data to study the relationship between variables

Pearson correlation test was used. Results in the following **Table 8**:

Fourth hypothesis:

H0: There is no significant relationship between the authority of management and control strategy.

H1: There is a significant relationship between the authority of management and control strategy.

Given that the data distribution is normal, to study the relationship between variables using Pearson's correlation coefficient was used. The results are summarized in the following **table 9**:

The fifth hypothesis:

H0: There is no significant relationship between expert power management and control strategy.

H1: There is a significant relationship between expert power management and control strategy.

Given that the data distribution is normal, to study the relationship between variables using Pearson's correlation coefficient was used. The results are summarized in the following **table 10**:

Stepwise regression analysis to examine the impact of various significant variables on avoidance strategies

Table 1: The distribution of participants by sex

Percent	Abundance	Gender Indicators
69/5	82	Man
30/5	36	Woman
100	118	Of people

Table 2: The distribution of participants by age

Everyone		Age subjects
Percent	Abundance	
16/1	19	30≤
16/9	20	31-35
12/7	15	36-40
30/6	36	41-45
23/7	28	≥46
100	118	Total

Table 3 describes the statistical aspects of social capital

Standard deviation	Average	maximum	At least	Count	Power supplies
0/75	3/42	5	2	118	Reward power
0/88	2/46	5	1	118	Power of persuasion
0/55	3/99	5	2/75	118	Power law
0/66	3/87	5	2/25	118	Power sources
0/53	4/05	5	2/25	118	Specialty Power

Table 4: Statistical descriptions of intellectual capital

Standard deviation	Average	maximum	At least	Count	Conflict Management
0/74	3/26	4/86	2	118	Control Strategy
0/53	3/69	5	2/73	118	Solution-oriented strategy
0/75	3/16	4/83	2/08	118	Avoidance strategy

Table 5: Natural test results without data

Result	Error value	Sig	Variables
Natural	0/05	0/727	Reward power
Natural	0/05	0/127	Power of persuasion
Natural	0/05	0/257	Power law
Natural	0/05	0/481	Power sources
Natural	0/05	0/983	Specialty Power
Natural	0/05	0/366	Control Strategy
Natural	0/05	0/847	Cooperation Strategy
Natural	0/05	0/531	Avoidance strategy

Table 6: The relationship between legislative power and control strategy

Conclusion	The correlation coefficient (r)	Sig	Criterion variables	Variable was
Reject the null hypothesis	0/57	0/001	Control Strategy	Posse

Table 7: connections between coercion and control strategy

Conclusion	correlation	Sig	Criterion	Variable was
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	coefficient (r(variables	
Reject the null hypothesis	0/59**	0/001	Control Strategy	Coercive power

Table 8: The relationship between the reward and control strategy

Conclusion	correlation coefficient (r(Sig	Criterion variables	Variable was
Reject the null hypothesis	0/56**	0/001	Control Strategy	Reward power

Table 9: Relationship between the authority and control strategy

Conclusion	correlation coefficient (r(Sig	Criterion variables	Variable
Failure to reject the null hypothesis	0/20	0/21	Control Strategy	Power Authority

Table 10: Relationship between expert power and control strategy

Conclusion	correlation coefficient (r(Sig	Criterion variables	Variable
Failure to reject the null hypothesis	0/12	0/43	Control Strategy	Specialty Power

Table 11: Results of stepwise regression analysis to examine the impact of various significant variables on avoidance strategies

P	T	Beta	B	R ²	R	Variable prediction	Steps
0/001	5/05	0/63	0/87	0/40	0/63	Power law	First steps
0/001	5/57	0/58	0/80	0/60	0/77	Power law	The second step
0/001	4/22	0/44	0/38			Reward power	

DISCUSSION AND CONCLUSION

The relationship between conflict management control strategy for resource managers in the Office of Youth and Sport Province

In this study it was found that the control strategy of conflict management with compelling power, reward power of law and administrative director of Youth and Sports in the province, there are direct and positive relationship And also the power of authority and power control strategy of conflict management with expertise in youth sports administrator was found in Fars province.

The hypothesis of this study with the results of Amin Far (2005) and Sharifi and Maghami (2010) in their investigation of the source of law, had used coercion and rewards are aligned. Light Control (competition), if the person is trying to meet its objectives Or to increase their profits, and in this way the work that goes on opposition groups He does not care about the state of competition, is trying to finish is to win and therefore the power base Their own which is why this style is also known as coercion or domination. Partly used for conflict resolution and there is a significant

relationship between the two. But if the style is more dominant causes of stasis and static organization. It also prevents the development of creative ideas that are contrary to the long-term detriment of the interests of the organization. Based on the results obtained, the study of this style is used largely in the research community. The application of this style may be harmful in the long term interests of the organization, which should be. But if the style is more dominant causes of stasis and static organization. It also prevents the development of creative ideas that are contrary to the long-term detriment of the interests of the organization. Based on the results obtained, the study of this style is used largely in the research community. The application of this style may be harmful in the long term interests of the organization, which of course should be trained to use this style to its minimum possible.

The relationship between conflict management strategy in collaboration with the Office of Youth and Sports in the Fars province of Directors. The study found that the strategy of cooperation and conflict management with bonus power-law power, expert power and authority, power Administrative Director of Youth and Sports in the province there are direct and positive relationship between conflict management strategy in collaboration with

Administrative Director of Youth and Sports in the province forced power source was found. The hypothesis of this study with the results of Amin Far (2005) and a Sharifi and Maghami (2010) in their investigation of the source of law, coercion and awards received. The two components of the power line is a bonus. In explanation of this hypothesis can be stated that these managers are due to a variety of power. Solution-oriented strategies (working style, the style reflects the maturity of the organization), the director and the other side to reach the right solution to employ their forces in one direction. Ideas and seek a solution that both sides are trying to cover. This style of creating a spirit of cooperation, the use of people with different perspectives and experiences are combined to achieve the purposes of the application. Style compromise position that the parties would agree to withdraw from their positions and give an advantage to the other side. The relationship between conflict management strategies to avoid sources of power in the executive offices of the province of Youth and Sports.

The study found that the strategy of avoiding conflict management with the power supply and power bonuses Administrative Director of Youth and Sports in the province, there was a direct and positive relationship between strategy

and management to avoid conflict with the power of authority, power, force and power Specialty Administrative Director of Youth and Sports in the province was found.

The explanation for this finding could be that managers are given the kind of power that Avoidance of conflict when individuals perceive their next kill or suppress the conflict. Sometimes the differences are caused by one party or both parties realize that they must be separated If possible avoid or bad, people are trying to not express their disagreements or keep it for themselves. Matching the style that expresses a case where one Conflict of interest in relation to the other side to stay connected to your interests and their right to prefer over the other side, is significant to resolve the conflict have to. Conflict of interest in relation to the other side to stay connected to your interests and their right to prefer over the other side, is significant to resolve the conflict have to.

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