

Internal Organizational Conflicts and the Resolution Methods in Private Sector

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The idea of conflicts actually is a fundamental piece of individual life. Managing organizational conflicts are essential for private sector organizations, mainly because private sector organizations typically consist of companies that are privately owned. Therefore private organizations use various conflict resolution methods but it is questionable as to what sort of conflicts faced by private organizations and their resolution methods. The main objective of this research is to examine the organizational conflicts and the resolution methods of private sector. ABC Garments Private Ltd has been taken to do this study. ABC Garments Private Ltd. consists of 650 non-managerial employees. And I selected a sample of 7% of the non-managerial employees by using simple random selection method. Both primary and secondary data have been used for this research whereas questionnaires and interviews were referred to primary data collection method. In addition, books, web sites, online magazines were taken as secondary data. Data analysis has been done both as quantitatively and qualitatively. The findings of the research proved that there are many Conflicts faced by private organization such as personality clashes, supervisor issues, salary problems, less knowledge etc and workplace diversity leads to these problems. As the workplace becomes more diversified these issues become more difficult to solve but the private sector use various conflict resolution methods such as follow counseling and grievance handling procedures, conducting exit interviews and promote the effective use of complaint boxes.

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