

ANALYSIS OF THE LABOR CONFLICT LEVEL AND EMPLOYEES BEHAVE IN CONFLICT SITUATIONS

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The core of the analysis of factors that cause the conflict emergence in the company is the methodological principle of causality. In accordance with this principle, there is always a causal link between two events. So, it is basically mean that the first issue has sufficient conditions for the appearance of the next one and so on.

Analyzing the theory of labor conflicts, examines three main types of causes, such as conditions that enhance or encourage the incompatibility of value differences, aggressive attitude that directly lead to conflict behavior), and psychological processes that entail confidence in incompatibility of differences.

Reasons of conflicts have such features as following: structural differentiation); resource shortage; ideological differences and domination.

Objective and subjective causes of conflicts at work also should be mentioned. The objective reasons for disputes are issues that cause differences between teams or their members inevitable and which do not depend on actions of contradicting parties.

Subjective reasons relate to individual psychological characteristics of conflicting sides. They cause disputes based on the action of participants.

The study of objective and subjective reasons for the emergence of conflicts at work place makes it possible to divide them into:

- socio-legal (the absence of legislative regulation of labor dispute subjects or the existence of contradictions in the legislation and regulations and etc.);
- organizational and managerial (not optimal relationship between structural elements of the company or when organizational structure mismatch requirements and other activities);
- social-professional (non-fulfillment of obligations regarding social guarantees, compensations, privileges, unsatisfactory financial condition of the organization, non-compliance with safety rules and etc.).

In turn, clarification of subjective reasons allows to distinguish:

- socio-psychological (desire for power, psychological incompatibility, tense interpersonal

relations, unbalanced work in teams and etc.);

- socio-demographic reasons (caused by violation of age harmony in teams, when there are representatives of all age groups);

- personal reasons (type of temperament, low level of the social and psychological competence, poor development of the empathy and etc.)

This analysis of conflicts intended to identify such situations, to find out causes that gave rise to them, to establish good relationship between employees and the management.

Ten employees of Diamond company took part in this psychological testing. The main task of this test is to identify the level of friendship, to determine the level of self-control of employees and also to determine the style of their behavior in conflict situations.

Conclusion. Improvement of the classification of objective and subjective reasons for the emergence of elective labor disputes (conflicts) will enable employees of the company to choose proper methods for managing conflict situations, which are characterized by the above types of objective and subjective reasons.

Literature

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