A STUDY OF CONFLICT MANAGEMENT OF COLLEGE LEVEL SPORTSMEN IN RELATION TO THEIR PSYCHO-SOCIAL VARIABLES

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ABSTRACT

The study is about the conflict management of college level sports men. To achieve the purpose descriptive survey method was used. In the present study 10 colleges were selected randomly from Kurukshetra university Kurukshetra, Haryana. Out of these colleges a total number of 100 sportsmen were selected randomly and they formed the sample.The sample of 100 colleges sportsmen composed of 56 males and 44 females. In order to study the conflict resolution behaviour of college sportsmen, the Conflict management Inventory (CMI) by Udai Pareek was used. The inventory measures eight conflict management strategies or dimensions viz. Resignation, withdrawal, appeasement, defusion, confrontation, arbitration, compromisation and negotiation. For the statistical analysis Mean, S.D., Product moment correlation, T-test, Skewness and kurtosis were used. The result of the study showed that out of eight dimensions of conflict management four dimensions i.e. appeasement, defusion, arbitration and compromise are significantly related to the age of college sportsmen in minimum and maximum age is 17 and 22 respectively.on the five dimensions of conflict management I.e. withdrawal,appeasement, confrontation, arbitration,and compromise there is significant difference between male and female college sportsmen.

INTRODUCTION

Each and every individual experiences conflict in almost all situations in his day to day life. No organization is also away from it. To be very particular, conflict, overt or latent, is endemic to educational organizations because of their sensitive roles of regulating social Agencies. Conflicts typically are sparked by competition over the personal or group benefits commensurate with this expansion but the world's educational conflicts are marked by numerous intra-organisational struggles for Supremacy or simply a greater share of the benefits.

A comparative perspective shows School systems in which, to a greater or lesser degree, education is seen as the legitimate media of mobility training and social integration. Conflicts are fought or managed because this legitimacy can be lost as well as won. Especially in societies under-going rapid change, the institutionalization of school responsibilities is frequently contested. This is likely when, demographic, geopolitical or economic changes occur outside the decision-making authority of the education system.Therefor, the perceived legitimacy of education in generation cohesion, expertise & mobility is a product of larger social forces, which are not manageable from within the organization.For this reason, it is often the case that educational conflicts appear from (the manager's perspective) to spill over the organizational boundaries which are imagined to exist to present themselves as lateral with respect to the hierarchy of the system.

Conflicts have become a regular feature of our Institutions, a part of institutional culture. The new culture, the "culture of conflicts" has reduced our educational institutions to students "ghetost " and dens of criminals instead of being centers of learning.

CONCEPT OF CONFLICT

So, what does conflict mean? Conflict is Defined by Robbins 1989 as "the process in which an effort is purposefully made by A to offset the effects of B by form of blocking that will result in frustrating B in attaining his/her goals or furthering his or her interest." Stoner and Wankel (1988) define conflict in the organizational context. According to these authors, organizational conflict is a disagreement between two or more organizational members or groups arising from the fact that they have different statures, goals, values or perceptions. In a disagreement organizational members or sub units attempt to have their own cause or point of view prevail over that of others.

Conflict in organizations have been looked upon from two opposite view points. According to one view, conflict is undesirable & harmful to the organization. It usually results from unsatisfactory management practice & lack of faith on its part. The other view of conflict is that conflict is inevitable in human groups & organizations. It is also necessary for an organizational health & its effective functioning.

However, all subject is functional in the sense beyond an optimum level conflict may be dysfunctional. In this context coser may be qoated "No groups can be entirely harmonious. For it would be void of process and structure both positive and negative" factors build group relationships. Conflicts as well as Corporation have social functions. Far from being necessarily dysfunctional. A certain degree of conflict is a central element in group formation and persistence of the group life. "It is within the functional dysfunctional dimensions that conflict management is often defined. Especially conflict management refers to understanding and dealing with conflict in such a manner that serves a functional rather than a dysfunctional purpose.

CONFLICT MANAGEMENT

Conflict management refers to understanding &dealing with conflict in such a manner that it serves a function rather than a dys functional purpose. It is essential from the point of view of organizations health & effectiveness. conflicts are; by & large (not essentially) dysfunctional. It is also known that in effective management of conflict such as "hard nosed" policy of punishment worsens the situation in most cases, on the other hand,as revealed by many management specialists effective. Management leads to outcomes that are productive & can enhance the health of the organisations are unavoidable also. Hence finding solution to them is the only path to follow.

Scholars present different strategies for managing conflicts. Citing litterer, luthans identified three strategies for conflict management. first a buffer can be created between the parties to a conflict. second, the structure of the organization can be altered .Third the conflicting parties can be held to understand themselves better how they affect others.

In rather comprehensive statement, Robbins offered nine approaches to organizational conflict resolution & suggested the first two were the more widely acceptable . specifically, he said social administrators could use face to face confirmation between the parties, rely on highly valued goals that subordinated the conflict, avoid it, play down differences

(smoothening), expand resources, compromise, use authoritative commands, alter the behaviour of their involved, or change the organisation structure. Devito (1978) suggested some pseudo methods of conflict & resolution such as avoidance or redefinition, force,minimization ,blame & silencers.

OPERATIONAL DEFINATIONS

1. Conflict management:
The process of employing various approaches for the sake of reducing or resolving conflict within & among groups may be considered as conflict management . For sake or studying conflict management, Eight strategies as suggested by Udai Pareek were considered as basis for the study.

2. Psycho -social variables:
Here psycho-social variables include age & sex.

PURPOSE OF THE STUDY
To study the conflict management of college sportsman of Kurukshetra University Kurukshetra with regard to some psycho-social variables like age and sex (male or female).
The present study was the delimited to a sample of 100 college sportsman of Kurukshetra University ,Kurukshetra.
The study was confined to Kurukshetra University Kurukshetra of Haryana state.

METHODOLOGY
For the present piece of study descriptive method was adopted. Best and kohn (1989) states that "descriptive research is concerned with all of the following hypothesis formulation and testing,   the analysis of the relationship between non manipulated variables and the development of generalization...... in descriptive research variables that exits or have already occurred are selected and observed".
In this study, conflict management of college sportsman was taken or dependent variables and psycho- social variables like age and sex were taken as independent variables. In the present study 10 colleges were selected randomly Kurukshetra University Kurukshetra of Haryana state. out of these colleges at total number of hundred sports men were selected randomly and they formed the sample. The sample of 100 colleges sportsmen composed of 56 males and 44 females.
In the study the researches has used conflict management inventory CMI by Udai pareek. In order to study the conflict resolution behaviour of college sportsman, the conflict management inventory by Uday Parik was used. This inventory measures eight conflict management strategies or dimensions viz.resignation, withdrawal, appeasement, defusion confrontation, arbitration, compromise and negotiation. In all there are 24 statements. The subjects are to indicate their degree of agreement for each statement on a five point scale from strongly disagree to strongly agree.For each conflict management strongly there are three statements.

After this selection of suitable tool for studying conflict management behaviour the next step was the collection of data. The data was collected individually. The researcher went to the colleges to contract the sportsman. He established proper report with them and then administered the questionnaire.

The researcher distributed the conflict management questionnaire personally among the college sportsmen. Before administering the questionnaire they were assured of maintaining the secrecy of the data supplied by them.

In all these are 24 statements in the questionnaire. The subjects are to indicate their degree of ºagreement for each statement on a five point scale from strongly disagree to strongly agree. They were told to write the number from one to five in the space on the left hand side of the statement to indicate their opinion. There was no time limit for the questionnaire.

STATISTICAL TECHNIQUES USED

Following statistical techniques were used for analyzing the data:

1) Mean
2) S.D.
3) Product Moment correlation
4) T- test
5) Skewness
6) kurtosis.

MAIN FINDINGS

On the basis on analysis and interpretation of the data, the following main findings and discussion of the results are drawn:

Distribution of conflict management scores among college sports men

Distribution of conflict management scores among college sports men in KUK Kurukshetra is almost normal but only dimension second that is withdrawal shows partially abnormally among college sports man of KUK.

Extent of conflict management among college sports men

Incidence of conflict management among college sportsman is calculated through mean and then divided by number of item in a particular dimension with suggest that the college sportsman included in the study receive themselves half agree and half disagree on 6 out of 8 dimensions of conflict management that is resignation withdrawal appeasement diffusion arbitration and negotiation

On the dimension of confrontation and compromise means core suggest that the college sportsman include did in the studies receive them self as agree on utilising the strategy of confrontation and compromise for diffusing their conflict.

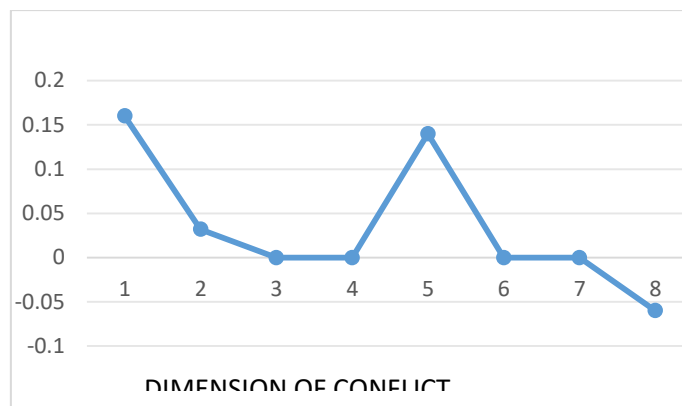### Relationship of conflict management with some psycho social variable

Age: out of eight dimensions of conflict management four dimensions that is appeasement, diffusion, arbitration and compromise are significantly related to the age of college sportsman in minimum and maximum age is 17 and 22 respectively

Firstly it's suggest that with the increase of the college sportsman resolve the conflict by giving some concession to the opponent secondly its suggest that they believe the resolving conflict by waiting for some time so that the conflict gets defused automatically, thirdly it's suggest they take the conflicts to a common superior person who diffuse it by making a decision and fourthly with the increase of their age most of the college sportsmen make use of compromise for the sake of resolving their conflict.

Sex: on the five dimension of conflict management I.e withdrawal, appeasement, confrontation, arbitration and compromise there is significant difference between male and female college sportsmen. Men make use of withdrawal strategy of resolving conflict more often than their women counterparts.Again the mail sportsman are the prone to use confrontation strategy of conflict resolution than their females sportsman counterparts. Male sportsman make use of arbitration strategy of resolving conflict can be resolve through taking it to a common superior persons who defuses it by making a decision it is also observed that the male college sportsmen are more prone to use compromise strategy of resolving conflict than their women professional.

Correlation between conflict management of college sportsmen and their age :

Sr. No	Dimension of conflict management	R(with age of college sportsmen)
I	Resignation	.16
II	Withdrawal	.032
III	Appeasement	-.52*
IV	Defusion	-.64*
V	Confrontation	.14
VI	Arbitration	.28*
VII	Compromise	.47*
VIII	Negotiation	-.06

DIMENSION OF CONFLICT

It is evident from the above table that four dimensions of conflict management are significantly related to the age of college sportsman as far as minimum and maximum age is 17 and 22 respectively. These dimensions are Appeasement, Diffusion , Arbitration and compromise. It is clear from the table that with increase in their age the college sportsmen included in this study pron to use appeasement for the sake of resolving their conflict. Appeasement is a strategy to resolve the conflict in which some concessions to the opponents are offered in the conflicting situation.
The second significant relationship is between Diffusion and age.

Its suggest that with increase in their age the college sportsman included in this study make use of diffusion for the sake of reordering their conflict . The belief increases with the maturing age that by writing for some time conflict gets diffused automatically. Under this strategy on attempt is made to deactivate the conflict and cool off the emotions and hostilities of the group involved.

The third Significant relationship between arbitration and age. It suggests that with increase in their age the college sportsman in included in this study are prone to use arbitration for the sake of resolving conflict. By arbitration it means that resolving the conflict through taking it to a common superior person who diffuses it by a making decision.

The four significant relationship between compromise and age. This suggest that with increase in their age the college sportsman included in this study are prone to use compromise for the sake of resolving their conflict. By compromise it means resulting in neither definite loser nor a definite winner.

Conflict management and sex
Mean difference of male and female college sportsmen on conflict management

Sr. No	Dimension of conflict management	Means score of male sportsmen	Means score of Female Sportsmen	T-value
I	Resignation	7.71	7.27	1.22
II	Withdrawal	9.125	7.86	3.65*

III	Appeasement	10.66	9.41	3.05*
IV	Defusion	8.39	7.98	1.85
V	Confrontation	12.50	11.30	3.24*
VI	Arbitration	11.21	10.16	3.28*
VII	Compromise	11.88	11	2.51**
VIII	Negotiation	11	10.11	1
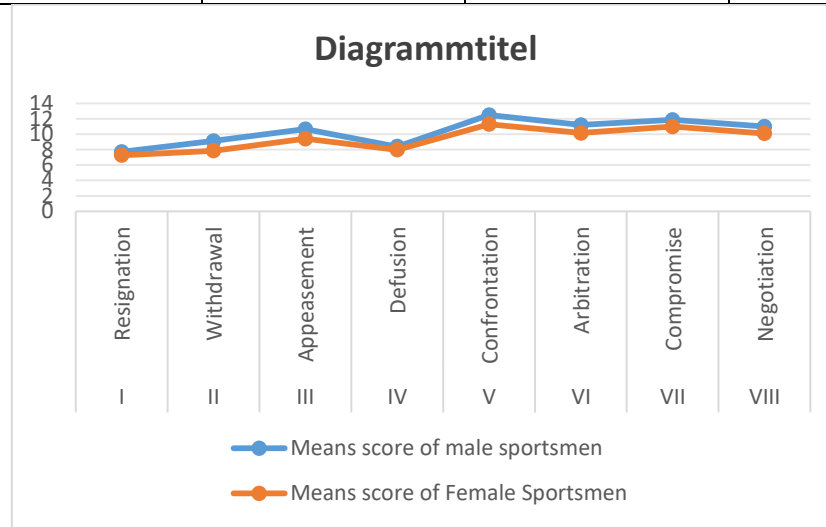
It is evident from the above table that out of eight t- value five are found to be significant. Theses dimensions are withdrawal, appeasement, Arbitration and compromise.

On the dimension withdrawal male mean score is 9.125 and female means score is 7.86 t - value is 3.65 which is significant at .01 level. This states that male sportsmen make use of withdrawal strategy of resolving conflict more often than their female sportsmen counterparts.

On the dimension 'appeasement' male means score is 10.66 and female means score is 9.41 t-value is 3.05 which is significant at .01 level. This states that male sportsmen make use of a appeasement strategy of resolving conflict more often than their female sportsmen counterparts. They more often give some concession to their opponents for the sake of resolving conflict then there women professional.

On the dimension confrontation male sportsmen mean score is 12.50 and female mean score is 11.30. t- value is 3.24 which is significant at .01 level this states that male sportsmen make use of confrontation strategy of resolving conflict more often than their females sportsman counter parts.

They resolve their conflict by confronting with the opponents while initiating to reach a mutually satisfactory resolution than their sportswomen counterparts.

The dimension arbitration male sportsmen mean score is 11.21 and female means score is 10.6 t-value is 3.28 which is significant at .01 level. This states that mailspor5tsmen men make use of arbitration strategy of resolving conflict more often than their females sports

men counterparts. The male sports men believe that conflict can be resolve through taking it to a common superior person who defuse it by making decision.

On the dimension compromise male sportsmen mean score is 11.8 and female means 11. t-value is 2.51 which is significant at .05 level. This states that male sports men make use of compromise strategy of resolving conflict more often than
their females sportsmen counterparts.This is a well accepted method of resolving conflict, yielding neither definitive loser nor a distinct winner, which is widely used by male sportsmen talk as observed from this study.

SUGGESTION FOR FURTHER RESEARCH

1. A cross-cultural study of strategies employed to manage conflicts by college sportsmen of developing and developed countries.
2. A correctional study of leadership behaviour of sports coaches and their strategies of conflict managements.
3. A similar type of study can be undertaken on a larger sample for more comprehensive results and better generalization.

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