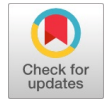


# Occurrences of Conflicting Situations: Impediments Within the Course of Development of Mutual Understanding

Radhika Kapur



**Abstract:** *The main objective of this research paper is to acquire an efficient understanding of the factor that occurrences of conflicting situations are considered as major impediments within the course of development of mutual understanding among members of the organizations. Within workplace, there are occurrences of conflicting situations in terms of various factors among individuals. These are experienced in a major or minor form. Furthermore, these enable the individuals to incur the feeling of job dissatisfaction. Furthermore, they experience decline in motivation and concentration levels towards putting into operation different types of tasks and activities. Hence, all the members, belonging to all job positions in the hierarchy need to be well-equipped in terms of peaceful conflict resolution methods. In order to do well in one's job duties and responsibilities, they need to form cordial and amiable terms and relationships with other individuals. Furthermore, it needs to be ensured, there should not be any room for the occurrences of conflicting resolutions. As a consequence, there will be up-gradation of motivation and concentration levels towards the implementation of tasks and activities. Furthermore, one will render an important contribution in meeting the expectations of individuals in leadership positions. Therefore, these need to be solved in order to lead to progression of organizations and promoting well-being of human resources. The main concepts that are taken into account in this research paper are, measures to be put into practice in resolving conflicting situations and advantages of resolving conflicting situations.*

**Keywords:** *Communication Processes, Conflicting Situations, Individuals, Methods, Materials, Mutual Understanding, Progression, Skills*

## I. INTRODUCTION

Within personal and professional lives of the individuals, there are occurrences of conflicting situations in terms of number of factors, i.e. job duties, responsibilities, methodologies, procedures, techniques, approaches, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, unawareness in terms of various subjects and concepts, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The causes of occurrences of conflicting situations can be major or minor.

Manuscript received on 01 March 2021 | Revised Manuscript received on 28 March 2021 | Manuscript Accepted on 15 April 2021 | Manuscript published on 30 April 2021.

\* Correspondence Author (s)

Dr. Radhika Kapur\*, Pedagogy and Organizational Culture in Nursery Schools, Delhi University, New Delhi, India. Email: [radhikakapur2004@hotmail.com](mailto:radhikakapur2004@hotmail.com)

© The Authors. Published by Lattice Science Publication (LSP). This is an [open access](https://creativecommons.org/licenses/by-nc-nd/4.0/) article under the CC-BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>)

The individuals are required to make sure, these do not assume a major form. Furthermore, these do not give rise to impediments within the course of formation of cordial and amiable terms and relationships with other individuals (Tomaszewski, 2021). Within professional settings, i.e. educational institutions of all levels and in various types of employment settings, one needs to ensure, conflicting situations do not assume a major form. Therefore, throughout the jobs of the individuals, they need to be well-aware in terms of peaceful conflicting resolution methods. These need to be put into operation in a well-organized and disciplined manner.

In cases of occurrences of conflicting situations, the individuals or groups involved are required to put into practice communication processes in a satisfactory manner. These are facilitating in augmenting information in terms of different types of subjects and concepts, exchanging different types of ideas and viewpoints, obtaining answers to all types of questions that are overwhelming and clarifying doubts in terms of different types of subjects and concepts. Furthermore, individuals need to be well-equipped in terms of communication ethics, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. The communication processes takes place in a verbal and written form. Verbal communication takes place face to face or over the phone, whereas, written communication takes place through exchanging messages and emails. As a consequence, of acknowledging and implementing these, one will be able to render an important contribution in resolving conflicting situations (Ward, 2020). Furthermore, these need to be prevented from assuming a major form. Therefore, putting into practice effective communication processes will be facilitating in resolving different types of conflicting situations.

### A. Measures to be Put into Practice in Resolving Conflicting Situations

Within all types of organizations, there are some job duties and responsibilities, which are put into practice on an individual basis, whereas, there are others, which are implemented through working in co-ordination with other members. Hence, in order to incur the feeling of job satisfaction, it is of utmost significance to form cordial and amiable terms and relationships with other individuals.



## Occurrences of Conflicting Situations: Impediments Within the Course of Development of Mutual Understanding

In other words, development of mutual understanding is regarded to be of utmost significance (Tactics for Career Development, 2022).

The occurrences of conflicting situations are regarded as barriers within the course of carrying out all types of tasks and activities in a well-organized and satisfactory manner. Furthermore, terms and relationships among individuals get impeded. Hence, throughout the job duties of the individuals, they are required to be well-informed in terms of different types of measures to be put into operation in resolving conflicting situations. All types of measures need to be put into operation in an appropriate manner. Furthermore, positivity needs to be reinforced in all types of measures. Therefore, measures to be put into practice in resolving conflicting situations are stated as follows:

### B. Implementing Effective Communication Processes

In cases of occurrences of conflicting situations, the individuals or groups involved are required to put into practice communication processes in a satisfactory manner. These are facilitating in augmenting information in terms of different types of subjects and concepts, exchanging different types of ideas and viewpoints, obtaining answers to all types of questions that are overwhelming and clarifying doubts in terms of different types of subjects and concepts. Furthermore, individuals need to be well-equipped in terms of communication ethics, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude.

The communication processes takes place in a verbal and written form. Verbal communication takes place face to face or over the phone, whereas, written communication takes place through exchanging messages and emails. As a consequence, of acknowledging and implementing these, one will be able to render an important contribution in resolving conflicting situations. Furthermore, these need to be prevented from assuming a major form. Hence, it is well-understood, putting into practice effective communication processes will be facilitating in resolving different types of conflicting situations. Therefore, implementing effective communication processes is regarded as one of the indispensable measures to be put into practice in resolving conflicting situations.

## II. HONING LISTENING SKILLS

In cases of occurrences of conflicting situations, both the individuals or groups involved are required to listen to each other's concerns and issues. Furthermore, one needs to reinforce the traits of consideration and thoughtfulness. Hence, one needs to acquire an efficient understanding of the areas in terms of which there are occurrences of conflicting situations and disagreements. As consequence of honing listening skills, one will be able to augment information in terms of different types of subjects and concepts; exchange different types of ideas and viewpoints; obtain answers to all types of questions that are overwhelming and clarify doubts in terms of different types of subjects and concepts.

Furthermore, individuals will be able to reinforce cordiality and amiability in terms and relationships. As a consequence, of acknowledging and implementing these skills, one will be able to render an important contribution in resolving conflicting situations. Furthermore, these need to be prevented from assuming a major form. Hence, it is well-understood, listening skills are facilitating in resolving conflicting situations in a satisfactory manner. In addition, these are prevented from impeding terms and relationships. Therefore, honing listening skills is one of the significant measures to be put into practice in resolving conflicting situations.

### A. Developing Mutual Understanding with others

The individuals are required to develop mutual understanding with others, irrespective of their job positions in the hierarchy. This needs to be developed with superiors, subordinates and colleagues. In order to carry out this task, one needs to be well-equipped in terms of various factors, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. As a consequence of acknowledging and implementing these factors, one will be able to contribute efficiently in developing mutual understanding with others.

The development of mutual understanding with others is facilitating in augmenting information in terms of different types of subjects and concepts; exchanging different types of ideas and viewpoints; obtaining answers to all types of questions that are overwhelming and clarifying doubts in terms of different types of subjects and concepts. Furthermore, individuals will be able to reinforce cordiality and amiability in terms and relationships. One of the important aspects is support will be available from others in carrying out tasks and activities in a satisfactory manner. As a consequence, one will be able to resolve conflicting situations. Furthermore, these will be prevented from assuming a major form. Therefore, developing mutual understanding with others is an expedient measure to be put into practice in resolving conflicting situations.

### B. Being Well-Informed in Terms of Job Duties and Responsibilities

All the members, irrespective of their job positions in the hierarchy need to be well-informed in terms of job duties and responsibilities. These are carried out on an individual basis as well as through working in co-ordination with others. There are occurrences of conflicting situations, when job duties and responsibilities are not put into operation in a well-organized manner. The employers and supervisors will get upset with the employees, when they are not carrying out their job duties and responsibilities in a satisfactory manner. Hence, the individuals need to ensure, they are well-informed in terms of their job duties and responsibilities. Furthermore, they are required to augment information in terms of ways of carrying these out in a well-organized manner. This is regarded as important throughout the lives of the individuals.

The possession of adequate information in terms of these will be facilitating in forming cordial and amiable terms and relationships with other individuals. As a consequence, there will not be any room for occurrences of conflicting situations. Furthermore, all the members will contribute efficiently in forming pleasant terms and relationships with others. Therefore, being well-informed in terms of job duties and responsibilities is an eminent measure to be put into practice in resolving conflicting situations.

### C. Being Well-Aware Regarding Methods and Procedures

Throughout the lives of the individuals, they need to be well-equipped in terms of methods and procedures. These are referred to the ways of carrying out different types of job duties and responsibilities in a well-organized and satisfactory manner. The individuals are required to ensure, these are implemented in a moral and ethical manner. Furthermore, they are required to inculcate the traits of diligence, resourcefulness and conscientiousness. As a consequence, one will be able to acquire an efficient understanding and cope with different types of setbacks in an appropriate manner. The possession of adequate information in terms of these will be facilitating in forming cordial and amiable terms and relationships with other individuals.

As a consequence, there will not be any room for occurrences of conflicting situations. Furthermore, all the members will contribute efficiently in forming pleasant terms and relationships with others. In this manner, one will render an important contribution in leading to up-gradation of motivation and concentration levels towards job duties. As a consequence, one will contribute efficiently in meeting the expectations of individuals in leadership positions. Hence, one will incur the feelings of pleasure and contentment. Therefore, being well-aware regarding methods and procedures is a renowned measure to be put into practice in resolving conflicting situations.

### D. Utilizing Modern, Scientific and Innovative Methods and Materials

With advancements taking place and with the advent of modernization and globalization, it is necessary to be well-informed in terms of different types of modern, scientific and innovative methods and materials. The different types of these methods and materials are, utilization of charts, graphs, maps, pictures, images, designs, models, structures, tools, devices, machinery, apparatus, equipment, and various types of technologies. The individuals are required to get engaged in regular practice. This will be facilitating in acquiring an efficient understanding of the concepts. Furthermore, one will be able to obtain answers to all types of questions and clarify their doubts.

As a consequence of making use of these methods and materials, the different types of job duties and responsibilities will be carried out in a well-organized manner. In this manner, one will acquire appreciation and reverence from individuals in leadership positions. As a consequence, there will not be any room for occurrence of any types of conflicting situations. In this manner, individuals will develop mutual understanding with others, incur the feeling of job satisfaction and retain their jobs.

Hence, it is well-understood, the utilization of these methods and materials will lead to progression of individuals and organization as a whole. Therefore, utilizing modern, scientific and innovative methods and materials is a noteworthy measure to be put into practice in resolving conflicting situations.

### E. Managing Resources in an Effective Manner

The individuals, belonging to all job positions in the hierarchy need to be well-equipped in terms of ways of managing resources in an effective manner. The different types of resources that need to be managed are, financial, human, technical, material and information resources. The financial resources are monetary resources. These are the key in fulfilling all types of needs and requirements. The human resources are the personnel. They are required to make use of their educational qualifications, competencies and abilities in an adequate manner. Technical resources are, computers, lap-tops, I pads, scanners, printers, photocopiers, projectors, audio-visual aids and so forth. Material resources are, tools, devices, apparatus, equipment and gear. Information resources are, books, articles, reports, projects, newspapers, magazines, other reading materials and internet. The internet is regarded as one of the prominent sources that is utilized in order to augment information in terms of different types of subjects and concepts.

The management of resources in an appropriate manner is regarded to be of utmost significance in carrying out all types of job duties and responsibilities in a satisfactory manner. The individuals are required to manage these in an adequate manner and prevent wastage. As a consequence, there will not be any room for occurrence of any types of conflicting situations. In this manner, individuals will develop mutual understanding with other individuals and incur the feelings of pleasure and contentment. Therefore, managing resources in an effective manner is a meaningful measure to be put into practice in resolving conflicting situations.

### F. Treating others with Respect and Courtesy

In cases of occurrences of conflicting situations, the individuals or groups involved are required to treat each other with respect and courtesy. For this purpose, they are required to put into practice communication processes in a satisfactory and regimented manner. The individuals need to be well-equipped in terms of meaning and significance of traits of morality and ethics. Furthermore, one will be able to make use of polite language and decent words; treat others with respect and courtesy; make provision of factual information; depict the traits of helpfulness and co-operation and possess an approachable nature and an amiable attitude.

The individuals are different from each other in terms of number of factors, i.e. castes, creeds, races, religions, ethnicities, genders, age groups, personality traits, educational qualifications, occupations, cultures, categories, communities, and socio-economic backgrounds. Hence, all the individuals, irrespective of their job positions in the hierarchy of the organizations need to treat others with respect and courtesy.

## Occurrences of Conflicting Situations: Impediments Within the Course of Development of Mutual Understanding

As a consequence, there will not be any room for occurrence of any types of conflicting situations. In this manner, individuals will develop mutual understanding with other individuals. Therefore, treating others with respect and courtesy is a worthwhile measure to be put into practice in resolving conflicting situations.

### G. Depicting the Traits of Helpfulness and Co-operation

The individuals, belonging to all job positions in the hierarchy are required to depict the traits of helpfulness and co-operation. These are necessary in forming cordial and amiable terms and relationships with others. This is apparently understood that there are occurrences of various types of problems and challenging situations related to different areas. These can be solved on one's own or through obtaining support and assistance from other individuals. Hence, it is necessary to reinforce the traits of helpfulness and co-operation. These traits are facilitating in resolving conflicting situations.

The individuals are required to ensure, they are well-equipped in terms of tasks and ways that are needed to carry these out in an efficacious manner. Hence, there are occurrences of conflicting situations, when individuals are not able to cope with various types of problems and challenging situations. Hence, they need to depict the traits of helpfulness and co-operation in order to form cordial and amiable terms and relationships with each other. Furthermore, they will be able to render an important contribution in overcoming setbacks. As a consequence, there is a peaceful environment within the workplace. Therefore, depicting the traits of helpfulness and co-operation is an essential measure to be put into practice in resolving conflicting situations.

## III. REINFORCING A CONSTRUCTIVE APPROACH

The individuals, belonging to all job positions are required to reinforce a constructive approach. This is the approach, which is facilitating in forming positive viewpoints in terms of various factors within the workplace. Furthermore, one is able to contribute efficiently in developing mutual understanding with others. Hence, individuals, throughout their job duties are required to reinforce a constructive approach. This needs to be strengthened in order to do well in one's job duties, achieve organizational goals and lead to up-gradation of overall structure of the organizations. Furthermore, one is able to resolve the conflicting situations in a peaceful manner. In addition, these are prevented from giving rise to impediments within the course of achievement of desired goals and objectives.

The conflicting situations take place, when individuals are forming negative viewpoints in terms of various factors and individuals, whom one is working and dealing with (Verlinden, n.d.). Hence, throughout the implementation of job duties and responsibilities, the individuals in all job positions in the hierarchy of the organizations are required to reinforce a constructive approach. Furthermore, this is facilitating in leading to up-gradation of motivation and concentration levels towards putting into operation various types of job duties and responsibilities. Therefore, reinforcing a constructive approach is an advantageous

measure to be put into practice in resolving conflicting situations.

### A. Putting in Efforts to one's Best Abilities

Within the course of putting into operation different types of job duties and responsibilities, it is necessary to acknowledge the meaning and significance of measure of putting in efforts to one's best abilities. The individuals, belonging to all job positions get overwhelmed by different types of dilemmas. The various areas in terms of which these are experienced are, job duties, responsibilities, methodologies, procedures, techniques, approaches, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The different types of dilemmas are experienced in a major or minor form. The individuals are required to ensure, these do not give rise to barriers within the course of putting into operation different types of tasks and activities.

It is apparently understood that there are occurrences of conflicting situations, when one is overwhelmed by dilemmas related to various factors. As a consequence of experiencing of dilemmas and challenging situations, the individuals do get overwhelmed by the psychological problems of anger, frustration and stress. In this manner, conflicting situations takes place among individuals. Hence, through acknowledging and implementing the measure of putting in efforts to one's best abilities, one will be able to contribute efficiently in doing well in one's job duties, achieving desired goals and resolving conflicting situations. Therefore, putting in efforts to one's best abilities is a favourable measure to be put into practice in resolving conflicting situations.

### B. Possessing the Abilities to Work under Stress

Within the course of putting into operation different types of job duties and responsibilities, it is necessary to acknowledge the meaning and significance of measure of possessing the abilities to work under stress. The individuals, belonging to all job positions get overwhelmed by different types of problems. The various areas in terms of which these are experienced are, job duties, responsibilities, methodologies, procedures, techniques, approaches, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The different types of problems are experienced in a major or minor form. The individuals are required to ensure, these do not give rise to barriers within the course of putting into operation different types of job duties and responsibilities.

As a consequence of experiencing of various types of problems and challenging situations, the individuals do get overwhelmed by the psychological problems of anger, frustration and stress.

In this manner, conflicting situations takes place among individuals. Hence, through acknowledging and implementing the measure of putting in efforts to one's best abilities, one will be able to contribute efficiently in carrying out job duties and responsibilities in a well-organized manner, achieving desired goals and objectives and resolving conflicting situations. Therefore, possessing the abilities to work under stress is a useful measure to be put into practice in resolving conflicting situations.

### C. Advantages of Resolving Conflicting Situations

The individuals, belonging to all job positions need to be well-informed in terms of meaning and significance of resolving conflicting situations. In some cases, one cannot do away from these and these take place among individuals. Hence, the individuals are required to put into operation the methods that are facilitating in resolving conflicting situations. Throughout the implementation of their job duties, they need to acknowledge the advantages of resolving conflicting situations (The Four Functions of Management, 2021). The different types of advantages are, forming cordial and amiable terms and relationships with others; leading to up-gradation of motivation and concentration levels; overcoming different types of setbacks; meeting the expectations of individuals in leadership positions; incurring the feeling of job satisfaction and retaining their jobs. These are stated as follows:

### D. Forming Cordial and Amiable Terms and Relationships with others

The individuals are required to form cordial and amiable terms and relationships with others, irrespective of their job positions in the hierarchy. This needs to be developed with superiors, subordinates and colleagues. In order to carry out this task, one needs to be well-equipped in terms of various types of factors, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. The formation of cordial and amiable terms and relationships with others is facilitating in augmenting information in terms of different types of subjects and concepts; exchanging different types of ideas and viewpoints; obtaining answers to all types of questions that are overwhelming and clarifying doubts in terms of different types of subjects and concepts. As a consequence, not only conflicts will be resolved, but one will incur the feelings of pleasure and contentment. Therefore, forming cordial and amiable terms and relationships with others is regarded as one of the indispensable advantages of resolving conflicting situations.

### E. Leading to Up-gradation of Motivation and Concentration Levels

As a consequence of resolving conflicting situations, individuals will lead to up-gradation of motivation and concentration levels towards their tasks and activities. These need to be reinforced in order to carry out tasks and activities in a well-organized and satisfactory manner. As a consequence, the mind-sets will be stimulated and one will put in their best efforts in doing well in their job duties. Furthermore, one will render an important contribution in

carrying out their job duties and responsibilities in a satisfactory manner. In addition, the individuals will prevent all types of setbacks from giving rise to impediments within the course of carrying out job duties in an adequate manner. Hence, when conflicting situations will be resolved, the individuals will contribute efficiently in carrying out various types of tasks and activities in a satisfactory manner. The main reason being, they will be contented as they have support and assistance available from other members within the workplace. Therefore, leading to up-gradation of motivation and concentration levels is one of the significant advantages of resolving conflicting situations.

### F. Overcoming different Types of Setbacks

The individuals, belonging to all job positions get overwhelmed by different types of setbacks. The various areas in terms of which these are experienced are, job duties, responsibilities, methods, techniques, practices, strategies, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The different types of problems are experienced in a major or minor form. The individuals are required to ensure, these do not give rise to barriers within the course of putting into operation different types of job duties and responsibilities in a satisfactory manner. As a consequence of resolving conflicting situations, individuals will be able to hone enthusiasm levels in overcoming all types of setbacks. Furthermore, one makes sure that these do not assume the form of barriers. In this manner, individuals will contribute efficiently in meeting the expectations of individuals in leadership positions. Therefore, overcoming different types of setbacks is an expedient advantage of resolving conflicting situations.

### G. Meeting the Expectations of Individuals in Leadership Positions

When conflicting resolution methods are put into operation, the individuals will render an important contribution in doing well in one's job duties, achieving desired goals and resolving conflicting situations. In addition, the individuals will prevent all types of setbacks from giving rise to impediments within the course of carrying out job duties in an adequate manner. Hence, when conflicting situations will be resolved, the individuals will contribute efficiently in carrying out various types of tasks and activities in a satisfactory manner. In this manner, one will open the room for meeting the expectations of individuals in leadership positions. Furthermore, one will contribute efficiently in leading to up-gradation of motivation and enthusiasm levels towards putting into operation different types of job duties and responsibilities. In this manner, individuals in leadership positions feel the workforce is working diligently and leading to up-gradation of overall structure of the organizations. Furthermore, it is understood on a comprehensive basis that there is no room for occurrences of any conflicting situations.

Therefore, meeting the expectations of individuals in leadership positions is an eminent advantage of resolving conflicting situations.

### H. Incurring the Feeling of Job Satisfaction

As a consequence of resolving conflicting situations, the individuals, belonging to all job positions in the hierarchy of the organizations are leading to up-gradation of motivation and concentration levels towards putting into practice different types of job duties and responsibilities. In this manner, one will contribute efficiently in doing well in one's job duties, achieving desired goals and resolving conflicting situations. In addition, the individuals will prevent all types of setbacks from giving rise to impediments within the course of carrying out job duties in an adequate manner. Hence, when conflicting situations will be resolved, the individuals will contribute efficiently in carrying out various types of tasks and activities in a satisfactory manner. In this manner, one will open the room for meeting the expectations of individuals in leadership positions. As a consequence, individuals will acquire promotional opportunities and incur the feelings of pleasure and contentment. Therefore, incurring the feeling of job satisfaction is a productive advantage of resolving conflicting situations.

### IV. RETAINING THEIR JOBS

As a consequence of resolving conflicting situations in terms of different types of subjects and concepts, the individuals, belonging to all job positions in the hierarchy of the organizations are leading to up-gradation of motivation and concentration levels towards putting into practice different types of job duties and responsibilities. In this manner, one will contribute efficiently in doing well in one's job duties, achieving desired goals and resolving conflicting situations in terms of various issues. In addition, the individuals will prevent all types of setbacks from giving rise to impediments within the course of carrying out job duties in an appropriate manner. Hence, when conflicting situations will be resolved, the individuals will contribute efficiently in carrying out various types of tasks and activities in a satisfactory manner. In this manner, one will open the room for meeting the expectations of individuals in leadership positions. As a consequence, individuals will incur the feelings of pleasure and contentment and retain their jobs. Therefore, retaining their jobs is a favourable advantage of resolving conflicting situations.

### V. CONCLUSION

Within professional lives of individuals, there are occurrences of conflicting situations regarding number of factors. Measures to be put into practice in resolving conflicting situations are, implementing effective communication processes, honing listening skills, developing mutual understanding with others, being well-informed in terms of job duties and responsibilities, being well-aware regarding methods and procedures, utilizing modern, scientific and innovative methods and materials, managing resources in an effective manner, treating others with respect and courtesy, depicting the traits of helpfulness and co-operation, reinforcing a constructive approach,

putting in efforts to one's best abilities and possessing the abilities to work under stress. Advantages of resolving conflicting situations are, forming cordial and amiable terms and relationships with others; leading to up-gradation of motivation and concentration levels; overcoming different types of setbacks; meeting the expectations of individuals in leadership positions; incurring the feeling of job satisfaction and retaining their jobs. Finally, it can be stated, implementing conflicting resolution methods are essential in leading to progression.

### DECLARATION STATEMENT

I must verify the accuracy of the following information as the article's author.

- **Conflicts of Interest/ Competing Interests:** Based on my understanding, this article has no conflicts of interest.
- **Funding Support:** This article has not been funded by any organizations or agencies. This independence ensures that the research is conducted with objectivity and without any external influence.
- **Ethical Approval and Consent to Participate:** The content of this article does not necessitate ethical approval or consent to participate with supporting documentation.
- **Data Access Statement and Material Availability:** The adequate resources of this article are publicly accessible.
- **Authors Contributions:** The authorship of this article is attributed as a sole author.

### REFERENCES

1. Filyppova, S., Bashynska, I., Kholod, B., Prodanova, L., Ivanchenkova, L., & Ivanchenkov, V. (2019). Risk Management Through Systematization: Risk Management Culture. In *International Journal of Recent Technology and Engineering (IJRTE)* (Vol. 8, Issue 3, pp. 6047–6052). <https://doi.org/10.35940/ijrte.c5601.098319>
2. Bhavsar, K., Shah, Dr. V., & Gopalan, Dr. S. (2019). Business Process Reengineering: A Scope of Automation in Software Project Management using Artificial Intelligence. In *International Journal of Engineering and Advanced Technology* (Vol. 9, Issue 2, pp. 3589–3594). <https://doi.org/10.35940/ijeat.b2640.129219>
3. Reena (Mahapatra) Lenka, Anand B. Dadas, Artificial Intelligence a Revolution for HR in Talent Management in IT Sector. (2020). In *International Journal of Innovative Technology and Exploring Engineering* (Vol. 9, Issue 4S, pp. 163–171). <https://doi.org/10.35940/ijitee.d1030.0394s20>
4. Mukherjee, P., Palan, P., & Bonde, M. V. (2021). Using Machine Learning and Artificial Intelligence Principles to Implement a Wealth Management System. In *International Journal of Soft Computing and Engineering* (Vol. 10, Issue 5, pp. 26–31). <https://doi.org/10.35940/ijsc.e.f3500.0510521>
5. Suharyono, Masdupi, E., & Rahmiati. (2021). The Influence of Leadership, Competence and Job Satisfaction on the Performance of Nagari Employees in Sintoga Sub-District. In *International Journal of Management and Humanities* (Vol. 5, Issue 5, pp. 18–20). <https://doi.org/10.35940/ijmh.e1218.015521>

### AUTHOR PROFILE



**Dr. Radhika Kapur**, schooling from Loreto Convent, Bachelors of Arts in Sociology from Jesus and Mary College. Masters of Business Administration from YMCA, New Delhi. Ph. D from Delhi University. I have 15 years of work experience in the field of research and writing I have written more than 100 research papers currently working as a librarian in Delhi School of Journalism, University of Delhi.



---

**Disclaimer/Publisher's Note:** The statements, opinions and data contained in all publications are solely those of the individual author(s) and contributor(s) and not of the Lattice Science Publication (LSP)/ journal and/ or the editor(s). The Lattice Science Publication (LSP)/ journal and/or the editor(s) disclaim responsibility for any injury to people or property resulting from any ideas, methods, instructions or products referred to in the content.