

Importance of Cooperation in the Workplace:

EXAMPLES OF CONFLICTS & RESOLUTIONS IN THE WORKPLACE

Cooperation in the workplace can make the difference between success and failure for many businesses. In a cooperation-rich workplace, individuals voluntarily engage in open communication. Management and lower-level employees work together and try to keep arguments to a minimum. Workers are proactive in the sense that they try to prevent problems before they have a chance to occur. Cooperation is not always an easy thing to achieve in the workplace, but it is worth the effort because it leads to a more harmonious and productive operation.

Increased Productivity

When everyone is working together, things can get done more quickly and efficiently. Cooperation saves time because workers and management don't have to dedicate valuable time to bickering or resolving conflicts. Because workers can dedicate more time to their duties in a cooperative workplace, they are more productive.

Improved Job Satisfaction

When arguments and bickering prevail, workplaces are not enjoyable places to be. By increasing cooperation among employees, managers can make their workplaces more welcoming and inviting, which increases workers' enjoyment of time spent on the job. Working to foster cooperation can also help managers reduce peripheral problems, such as arguments and conflict, that leave employees dissatisfied or eager to leave the job.

Employee Buy-In

As they toil away day-after-day, it is easy for workers to feel like cogs in a big machine, doing a job but having no real impact. In cooperative workplaces, employees feel less like drones and more like valuable components in a well-oiled machine. Management commonly reaches out to lower-level employees in cooperative workplaces, seeking input as to what should be done or how a task should be completed. Because employees are afforded the opportunity to provide this input, they feel they have a voice in the organization and a stake in its success.

Reduction In Misunderstandings

In workplaces that lack cooperation, workers commonly divide themselves into factions. When a workplace is divided in this fashion, misunderstandings prevail. If

management actively promotes workplace cooperation and prevents workers from placing barriers between themselves and their colleagues, they foster understanding and communication.

Examples of Conflicts & Resolutions in the Workplace:

INDIVIDUALISM IN THE WORKPLACE

Managers often have to deal with conflict in the workplace --it's an unavoidable fact of life. Understanding the types of conflict present in the typical workplace, and determining effective methods for resolving conflict, help to establish strong leaders and successful organizations. This helps to improve an organization's bottom line and productivity. Several simple and effective tools are available for recognizing and resolving conflict that can be adopted regardless of the size of your organization.

Conflict Types

Conflict within an organization can fall into many categories. This includes conflict caused by cultural diversity, communication obstacles, employee absenteeism, wrongdoing, lack of a clear mission or goals, and/or poor leadership. Conflict is sometimes also caused by employees who are poorly motivated to do their jobs or carry out their roles. Uncovering the exact cause of conflict is necessary before resolution attempts can be successful within an organization.

Leadership Conflict

Sometimes conflict is caused by leadership weakness or poor communication style. In instances like this it is critical that managers work with employees to clearly communicate goals, the corporate vision, mission and other directives. Sometimes a participative leadership style helps to resolve conflict efficiently by allowing employees an opportunity to contribute to corporate goals and objectives. Managers must also work to embrace conflict and find solutions that are effective. When conflict is present among employees, it is imperative that managers help the employees to address it efficiently and effectively between themselves, with their oversight.

Employee Diversity

Often, conflict is a direct result of employee cultural differences and diversity. This can lead to miscommunication and differences in the way employees relate to one another. Employees may have differences of opinion with regard to the way they believe an organization should work toward common goals and objectives. Holding diversity trainings, corporate morale boosting events like picnics or brown bag lunches, and other programs to help employees interact with one another and share

similarities in a positive setting will help resolve conflict. Employees should focus on the goal and mission of the company to help find commonalities rather than focus on differences.

Growth And Development

Providing growth and development opportunities for employees challenges individuals who feel they are going nowhere in the company. Sometimes conflict is simply the result of employees thinking that they are not recognized or employees being bored with the company. If workers have a mission and goal and are being cross-trained in many areas of the company, they are more likely to feel satisfied and committed to corporate objectives. They are less likely to engage in conflict and more likely to engage in team building events.