Rahim Organizational Conflict Inventory

Assessing the Validity of the Rahim Organizational Conflict Inventory-II (ROCI-II)Rahim Organizational Conflict InventoryThe Use of Rahim's Organizational Conflict Inventory-II to Measure Pharmacists' Conflict Management StylesGlobal Perspectives on Organizational ConflictLevels of Conflict, Worker Performance, Individual Conflict Styles, Type of Work, Organizational Characteristics and the External Environment of the OrganizationManaging Conflict in OrganizationsThe ETS Test Collection CatalogCommunication, Coordination, and Conflict in Work OrganizationsOrganizational Conflict ScaleManaging Volunteer Conflict in Cornell Cooperative ExtensionCurrent Issues in NursingLeadership and Nursing Care ManagementManagement ApplicationsImpact of Gender, Organizational Role, and Multicultural Status on Conflict Resolution Style PreferenceSociological AbstractsThe Cyclopedic Education DictionaryThe ... Mental Measurements YearbookCasting the Individual in Societal and Cultural ContextsAssessment Procedures for Counselors and Helping ProfessionalsReview of Public Personnel Administration Joel Daniel Frederickson M. Afzalur Rahim Jacquelyn Bieberstein Sharitz M. Afzalur Rahim John Persico M. Afzalur Rahim Charles James Riggs Aruna Bhat Diana Ostermeier Bennett Joanne McCloskey Dochterman Diane Huber John T. Samaras Jennifer Lea Holt Leo P. Chall Carol A. Spafford Oscar Krisen Buros Robert J. Drummond Assessing the Validity of the Rahim Organizational Conflict Inventory-II (ROCI-II) Rahim Organizational Conflict Inventory The Use of Rahim's Organizational Conflict Inventory-II to Measure Pharmacists' Conflict Management Styles Global Perspectives on Organizational Conflict Levels of Conflict, Worker Performance, Individual Conflict Styles, Type of Work,

Organizational Characteristics and the External Environment of the Organization Managing Conflict in Organizations The ETS Test Collection Catalog Communication, Coordination, and Conflict in Work Organizations Organizational Conflict Scale Managing Volunteer Conflict in Cornell Cooperative Extension Current Issues in Nursing Leadership and Nursing Care Management Management Applications Impact of Gender, Organizational Role, and Multicultural Status on Conflict Resolution Style Preference Sociological Abstracts The Cyclopedic Education Dictionary The ... Mental Measurements Yearbook Casting the Individual in Societal and Cultural Contexts Assessment Procedures for Counselors and Helping Professionals Review of Public Personnel Administration Joel Daniel Frederickson M. Afzalur Rahim Jacquelyn Bieberstein Sharitz M. Afzalur Rahim John Persico M. Afzalur Rahim Charles James Riggs Aruna Bhat Diana Ostermeier Bennett Joanne McCloskey Dochterman Diane Huber John T. Samaras Jennifer Lea Holt Leo P. Chall Carol A. Spafford Oscar Krisen Buros Robert J. Drummond

part i is designed to measure dimensions of organizational conflict part ii designed to measure styles of handling interpersonal conflict

comprises seven papers on conflict management in different countries examines social cultural and economic factors managerial styles styles of handling interpersonal conflict and alternative dispute management procedures

this is a revised and updated edition of rahim s classic work it provides a systematic approach to the management of organizational conflict conflict in organizations is classified as intrapersonal interpersonal intragroup and intergroup the management of these four types of conflicts involves according to rahim the diagnosis of and intervention in conflicts a diagnosis provides the basis for intervention and intervention is needed to maintain a moderate amount of conflict at the

individual group and intergroup levels this enables the organization s members to learn rahim s five classic styles of handling interpersonal conflict integrating obliging dominating avoiding and compromising so that they can deal with different situations effectively this new edition will be of interest to scholars students and practitioners in management organizational psychology human resources management and communication

this study helps in understanding the factors of conflict at various levels by reexamining the psychometric properties and construct validity of the instrument the organizational conflict scale ocs takes the form of a self report questionnaire which identified three factors conflict at individual level comprising six items conflict at group level comprising four items and conflict at organizational level comprising six items it was administered to a sample of 200 selected from various manufacturing it hydro power and public sector organizations by convenience sampling analyses included scale reliabilities mean and standard deviations and factor analysis using principal component analysis whilst generally supportive of the ocs the results suggest that further validation work is required this could include consideration of the relationships between the ocs and other measures which have an impact on conflict and its related factors the instrument s internal and sequential consistencies were generally sound the conceptual and methodological implications are discussed

provides a comprehensive introduction to the field of nursing leadership and management combining research based theory and practice this book relates traditional concepts in leadership and management to contemporary trends issues and changes in the nursing practice environment

this research involved primarily a meta analysis of conflict resolution research derived from blake and mouton s 1964 dual

concerns theory secondarily focus group research assessed the field validity of the results dual concerns theory postulates that organizational conflict involves balancing the desire to obtain one s own goals concern for production versus the desire to retain interpersonal relationships concern for people by placing the two aspects on an axis called the managerial grid blake and mouton mapped out five styles of managing conflict forcing avoiding accommodating compromising and problem solving numerous studies validate the central ideas of the theory respondents rank styles of resolving conflict depending upon the degree of concern for retaining relationships versus the degree of concern for meeting goals however there is great disparity among study results in this study meta analytic techniques were used to provide a clearer overall picture of conflict resolution rankings analyses were conducted of published and unpublished research results with statistical measures of conflict resolution style preferences focusing on the variables of worker minority status including ethnicity gender and foreign national and organizational role status of referent group including superior subordinate and peer the results of the meta analyses were 1 ethnicity and foreign national insufficient studies for overall meta analysis tentative results using one instrument showed asian ethnicities highest on avoiding middle easterners highest on compromising hispanic americans highest on accommodating african americans lowest on avoiding and european americans highest on problem solving 2 gender meta analysis indicated females were significantly more likely to use accommodating and compromising males significantly preferred forcing 3 organizational role meta analysis indicated respondents used avoiding significantly more with peers than with subordinates and compromising style less with subordinates than superiors focus group results corroborated the results in general but there was strong consensus about the need to regard each individual as a unique combination of many influences further research is needed particularly on multicultural status however due to the tendency for pertinent studies to favor more inclusive conflict resolution instruments than those utilized for the purposes of this research other means of overall analysis should be considered

this book has been designed to provide professional educators parents and college students with educational terms concepts issues strategies and information critical to understanding today s classroom containing over 10 000 definitions acronyms and abbreviations provides valuable information in areas such as the world wide and computers legal issues and responsibilities literacy development developmental and educational psychology terminology key mathematical concepts and tables and key bilingual terms in the field

the chapters compiled here are classified into four sections history harmony and conflict self in social context culture contact and intergroup relations and from cognitive to social and collective processes

the leading text in appraisal for counselors is a thorough overview covering basic measurement theory and all relevant tests it provides guidance on how and when to use tests in different environments with different populations and practical guidance on basic procedures like test selection administration and reporting key revisions include significant expansion of measurement foundations separate chapters on validity and reliability as well as a new chapter on understanding test scores more case studies have also been added throughout the text to help readers understand how to work with assessments and assessment results

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