CONFLICTMANAGEMENT AND PSYCHOLOGICAL WELLBEING IN COLLEGE STUDENTS: A SYSTEMATIC REVIEW

Dr. Bhutekar S.V.
Department of Psychology
Dr.B.A.M.U. Aurangabad
Dr. Ambhore A. M.
Department of Psychology
Dr.B.A.M.U. Aurangabad
Dr.Talware S.L.
Department of Psychology
Dr.B.A.M.U. Aurangabad
Dr. Bochare B. R.
Department of Psychology
Dr.B.A.M.U. Aurangabad

Dr.Rajesh Shirsath
Kala Mahavidyalay Nandurghat
Tal Kaij Dist Beed
Dr.Ashtaputre A.A.
Department of Psychology
Dr.B.A.M.U. Aurangabad
Dr.Taur A.D.
Department of Psychology
Dr.B.A.M.U. Aurangabad
Dr. Sheikh M. R.
Department of Psychology
Dr.B.A.M.U. Aurangabad

Abstract:
Present research review study focus on conflict management and Psychological well-being in college students. For the present purpose 15 research papers which are closely related with my topic were selected. This article reviews focused on the conflict, psychological well-being among college students, first examine the causes of conflict, its core process, and its effects. Subsequently, we probe into conflict escalation, contexts, and conflict management. On the basis of research review it can be conclude that conflict management is very important to increase psychological well-being.
Keywords: Conflict, Management, Psychological well-being, college Students.

Background

Conflict is difficult to define, because it occurs in many different settings. The essence of conflict seems to be disagreement, contradiction, or incompatibility. Thus, Conflict refers to any situation in which there are incompatible Goals, Cognitions, or Emotions within or between individuals or groups that lead to opposition or antagonistic interaction. The definition recognizes three basic types of conflict: Goal conflict is situation in which desired end states or preferred outcomes appear to be incompatible. Conflicts are a normal segment of daily life. Yet, to many, conflict is considered to be negative, as it causes disagreements, stress, social chaos and violence, and moreover, the most significant indication of a good relationship is accepted to be the absence of conflicts (Johnson,1981). According to Johnson(1981), positive aspects of conflicts are; it helps the individual in knowing themselves, enhancing their awareness about others' characteristics, noticing the relationship problems that they need to solve, and encouraging change, increases energy and motivation for problem solving, making life more interesting, and help find small problems that are perceived as big issues. After all, it is obvious that conflict, can induce constructive results both for the conflicting person, and the person or the group that conflict is about. (Dincyurek, S., & Civelek, A. H. 2008).

Healthy body and healthy mind generates the same positive vibes all around and once these skills are mastered and imbibed they benefit everyone. It's important for teachers to be happy, peaceful and possess a body that is stress free. Therefore a teacher's psychological well-being will lead to effective performance which in turn will benefit the students. Mansuri, L. J. (2017).Psychological well-being is usually conceptualized as some combination of positive affective states such as happiness and functioning with optimal effectiveness in individual and social life (Deci and Ryan, 2008). Further, psychological well-being refers to the extent to which people feel that they have meaningful control over their life and their activities. Nevertheless, psychological well-being problems have become increasingly common among the college students nowadays (Yang, 2010). High rates of mental distress had been reported among undergraduate students just like other undergraduates of different departments in higher institutions of learning (Gallagher, 2008; Mackenzie et al., 2011).

Review of literature:

Laurie McKibben(2017) This paper explores the concept of conflict, the importance of addressing causes of conflict, effective management, and the relevance of positive approaches to conflict resolution. Good leadership, nurturing positive team dynamics and communication, encourages shared problem solving and acceptance of change. Furthermore mutual respect fosters a more positive working environment for those in healthcare teams. As conflict has a direct implication for patients, positive resolution is essential, to promote safe and effective delivery of care, whilst encouraging therapeutic relationships between colleagues and managers. Leslie Michelle A. Marks(20021) examines the influence of group conflict management on group effectiveness, as well as the moderating role of group conflict management on task conflict—group outcome relationships. Results of a field survey of 96 business school project groups indicated that the use of agreeable conflict management in response to task conflict was associated with greater group satisfaction. Results examining group conflict management as a moderator showed that the relationship between task conflict and group performance was positive when conflict was actively managed and negative when it was passively managed. Similarly, task conflict improved group satisfaction when managed with agreeable behavior, and harmed satisfaction when neutral or disagreeable behaviors were used. Results from this work provide an important first look at how group conflict management behaviors directly impact group outcomes and affect task conflict group outcome relationships

Zhenzhong Ma, et.al (2008)shows that conflict management literature focuses on three key themes: workplace conflict and conflict management styles, cultural differences in conflict management, and conflict management in practice. In addition, research on group conflict and work performance has gained momentum in recent years. Steve Alper, Dean Tjosvold, Kenneth S. Law (2006) the study empirically links conflict management literature with research on efficacy and organizational teams. Sixty-one self-managing teams with 489 employees were recruited from the production department of a leading electronic manufacturer. Structural equation analysis supports the model that a cooperative instead of competitive approach to conflict leads to conflict efficacy that in turn results in effective performance as measured by managers. Findings suggest how organizational teams can be prepared to make use of their autonomy to deal with problems and conflicts so that they are productive. Oachesu, Madalina (2016) Examine issues related to the management of conflict in the work environment. The management of conflicts are multiple, depending on the nature of the causes that led to the conflict, this paper focuses on highlighting the role of communication in the conflict management process, specifically, the role of communication which is regarded as the common denominator of all organizational arrangements for managing conflicts. Conflicts are endemic to society as a whole. They are directly related to the scarcity of resources, division of functions and tasks, power of relations, differentiation and organization roles in society. Any organization, regardless of its type (public institution, state-owned commercial organization or private non-profit organization, etc.), face daily conflicts that are based on different causes of internal and external organization. Organizations are living systems, which consist of units that interact, each having their own defined roles, interdependent and are expected to operate in a structured environment with clearly defined resources, if the context is such, conflict becomes inevitable. Melissa Ludban,Priscilla N. Gitimu (2015) results of this study, it is evident that age, gender, support from family and friends, financial well-being, and support from friends and family contributed to students' psychological well-being. This study makes an important contribution in understanding psychological well-being of undergraduate students.

Sunyoong Kim, Junmo Sung, Jaeahm Park & Stephen W. Dittmore (2015)The results of this study indicated that college students' positive attitude toward leisure activities was associated with an increase of satisfaction which leads to improvement in their college life by enhanced self-esteem, and decreased perceived stress and loneliness. In terms of improving psychosocial well-being among college students, the current study has a significant implication for scholars and practitioners on how to develop quality of college life activities for students. In addition, this finding provides the guideline to recognize that leisure attitude toward leisure activities can be a useful tool in improving psychological well-being for college students.

Hajloo, N., & Moghaddasi,K. (2015).The results showed that the elements of success, power, and competition can predict the components of self-acceptance, autonomy, and mastery over the environment. Limited affectivity has a significant impact on Positive relations and personal growth and the conflicts between work and family relations has a significant effect on positive relations, environmental mastery and Purpose in life Moreover, 42 of the variance in psychological well-being among college students is explained with gender role

conflict. Based on these results, individuals with less gender role conflict have better psychological well-being. Lenaghan, J. A., & Sengupta, K. (2007) the results from the study were mixed concerning the two arguments, enrichment argument and depletion argument. Working students could have either a positive or a negative disposition towards the multiple roles about how the roles affect their wellbeing. It really depends on the individual student. A student may view the multiple roles as a positive influence because when they work while they are in school, they view the work as helping them in their studies through work-related experiences, internships etc. Such students perceive the work-related role as a positive factor in fulfilling their education related goals. On the other hand, a different student may view the conflict between the multiple roles from a totally opposite perspective and view it as a detrimental effect to fulfilling their education goals. The results clearly showed that this type of mixed outcomes of the multiple roles is probably more prevalent than the fact that one of the two arguments dominates over the other one. M. Kamil Kazan (1997) this paper proposes a broad perspective for studying the influence of culture on the process of conflict management. Three models of conflict management are described, based on the culture framework of Glen (1981). In the confrontational model, conflicts are conceptualized as consisting of sub issues, and a sense of reasonable compromise aids resolution despite a confrontational style. In the harmony model, conflict management starts with the minimization of conflict in organizations through norms stressing observance of mutual obligations and status orderings. Conflicts are defined in their totality, and resolution is aided by avoidance and an accommodative style. Less emphasis is placed on procedural justice, as on maintenance of face of self and others. Third parties are used extensively, and their role is more intrusive. In the regulative model, bureaucratic means are used extensively to minimize conflicts or to aid avoidance. Conflicts get defined in terms of general principles, and third party roles are formalized. The implications of the differences among the three models for conflict resolution across cultures and for future research are discussed.

Babapour, J. (2007).Attempt to study the relationship between communicational conflict resolution styles and psychological wellbeing among university students. For this regard 420 undergraduate students of different disciplines were selected from Tehran University. Data were analyzed using co relational coefficient, stepwise regression analysis independent t student test. The correlation between variables indicated significant relation between integrating and accommodating conflict resolution styles to psychological well-being. Stepwise regression analysis defined integrating and obliging styles as significant predictors to dependent variable. Results indicated people using constructive conflict resolution styles are psychologically healthy than those using non-constructive styles as well. Finally, utilizing independent t student test it was revealed males and females did not have significant difference in conflict resolution styles and psychological well-being. Cardak,M. (2013). The purpose of this research is to examine the relationship between Internet addiction and psychological well-being. Participants were 479 university students who completed a questionnaire package that included the Online Cognition Scale and the Scales of Psychological Well-Being. The relationships between Internet addiction and psychological well-being were examined using correlation and multiple regression analysis. According to results, psychological well-being was predicted negatively by diminished impulse control, loneliness/depression, social comfort, and distraction. Students with higher levels of Internet addiction are more likely to be low in psychological well-being. The results indicated that psychological well-being was affected by Internet addiction negatively; and provided a better understanding on the relationship between psychological well-being and Internet addiction. Sampath, H.,et.al.(2019). The stressful experiences of medical education negatively impact on the psychological well-being of students. Levels of depression, anxiety, and stress are high in medical school which impairs their optimal performance of future doctors. In this context, mindfulness, a qualitative dimension of conscious awareness, a naturally occurring trait, has been shown to buffer the adverse effects of stress and positively correlated with well-being and quality of life. Overall mindfulness and its facets like describing, acting with awareness, and nonjudgmental need to be cultivated formally by integrating teeming the medical curriculum as mindfulness-based meditations, life skills training, and cognitive behaviour therapy aimed at preventing psychopathology and promoting mental health.

Discussion:-

Present research focus on Conflict management And Psychological Wellbeing in College Students on the basis many research shows that some of the causative factors associated to distress among students are uncertainty about their future employability and success, academic stress, being distant from their primary source of support

(Ibrahim et al., 2013; Sarokhani et al., 2013). the concept of conflict, the importance of addressing causes of conflict, effective management, and the relevance of positive approaches to conflict resolution. The role of communication in the conflict management process, specifically, the role of communication which is regarded as the common denominator of all organizational arrangements for managing conflicts. Conflicts are endemic to society as a whole. They are directly related to the scarcity of resources, division of functions and tasks, power of relations, differentiation and organization roles in society. Positive relations and personal growth and the conflicts between work and family relations has a significant effect on positive relations, environmental mastery and Purpose in life Moreover, 42 of the variance in psychological well-being among college students is explained with gender role conflict. Based on these results, individuals with less gender role conflict have better psychological well-being. Lenaghan, J. A., & Sengupta, K. (2007) the results from the study were mixed concerning the two arguments, enrichment argument and depletion argument. Working students could have either a positive or a negative disposition towards the multiple roles about how the roles affect their wellbeing. It really depends on the individual student. People using constructive conflict resolution styles are psychologically healthy than those using non-constructive styles as well.

Conclusion:-

The purpose of the study was to examine conflict management and psychological wellbeing in college students. On the basis of research review it can be conclude that conflict management is very important to increase psychological well-being.

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