

PSYCHOLOGICAL JURISPRUDENCE: FOUNDATION TO CONFLICT RESOLUTION STRATEGY

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Abstract:

Objective-Despite the general procedure adopted in order to resolve conflicts in organisations, it has been noticed that the international mediation to resolve conflicts takes time and been costly. From the literature we could infer that the role of people involved in the process of procedures had not been considered as the main source of conflicts occurring scenario and resolving those conflicts through international arbitration is a tedious and long process that utilize more time and money, and yet will not be resolved for years hence in order to resolve those issues it has been detailed in this report to determine the various internal indicators which creates conflicts at organisational level, financial aspects and operational level at very early stage of conflict occurrence considering the legal aspects at each stage in organisations to resolve conflicts. A psychological tool need to be derived based on the internal indicators that have caused conflicts in the organisations and a detailed specified recommendations are required and need to be explained based upon the analysing the solution that need to be provided to resolve conflicts in organisations and to determine the role of psychology of women and men during the process of the conflict resolution methods.

Keywords Psychology SEETHA framework, Law, Mental health, legal compliance, human value, Legal psychology, women psychology legal ethics, Emotions, conflict resolution strategy and framework, Human and gunas, arbitration

I. INTRODUCTION

This study details the standard strategy to implement a process of derivative aspects to determine the solutions to conflicts directly or indirectly related with humans and their in-built emotions. We need to accept the fact that emotions of humans are mandatory, the man have all inbuilt tendencies to react, and rationalise the aspect of being involved with other human being in stance of both professional and personal concerns with the aspect of emotions. So considering the fact humans are sentimental idiots, in this study we could address a nomenclature of human tendencies to act upon the situations that are against their standards emotions inbuilt in genes and how those vital aspects of emotions can be related to conflict formation with other individual that could depict the design of conflict resolution strategy (seetha) framework which address that humans are the only tool throughout the process of conflict resolutions in organizations, and they must be a standard normative conflict resolution strategy that needs to determine to state the emotions into the context of conflict resolution. The aspect of being aware of general methods as to resolve conflicts includes primary processes such as negotiation, mediation, adjudication, hybrid dispute resolution process. (Stephen, Frank, Nancy, Sarah, 2020). In general a conflict resolution methods basically involves mediator, rent a judge or private judging which are very formative and not subjective to humans involved in the process of conflicts resolution

(Chris, Fei, 2005) A critical incident survey has to be carried out in this study to determine the role of human influence in making decisions during conflicts is related with self-liking or through statement of concerned justice between the employees' statement of conflicts resolving rather than adopting general arbitration methodology.

1.1. LITERATURE REVIEW

We are humans, and we need to know how humans tend to aspire to accept the general fact that conflicts are inevitable, we cannot avoid, misunderstanding, tensions, non-compatibility in the team work and emotions during conflicts. The negative psychology of humans have a normative dimension of emotional outcome such as sadness, grief, stress, distractive from goals, argumentized, aggressive, rude, fighting, negative power and politics, wrong social groups and peers, unskilled, misjudgment, illegal relationships, quarrel, unethical, culture bias, rude, egoistic, race discrimination, selfishness, fraudster, being lazy, irresistible, dramatic, ignorant, being

absent

,not able to speak out, fear, lack in selfconfidence, shame, Guilt, sympathy and destructive, addiction towards smoking and alcohol and drugs, suicidal thoughts and so on.

1.1.1 JUDICIARY METHODS TO RESOLVE CONFLICTS

In the current scenario of organization management procedure aspects we could state that the international judicial system and foreign trade affairs could tend to correlate the traditional methods such as arbitration and legal law aspects that consider the legal civil and commercial affairs are foreign related. Judging foreign related aspects of law includes the basic adopted procedure, and it has to be carried away with concern with international judicial systems and vice versa. The basic elements that relate to foreign law include legal facts and human behaviour that could be considered as the priority (Xia,2019). Determination of various international countries related federation civil code determines the aspects of trade related affairs with respect to trade within state and country, hence from the normative aspect of dealing the conflicts with both the party tends to act upon the tedious process to resolve conflicts under international arbitration. The party autonomy determines the party to submit the dispute contractual to foreign related agencies and act based upon the other party choices. Which includes both time and cost constraints in dispute resolution, the international arbitration mainly happens based on selective conflict-based theory and application of law of foreign related civil relations and judge decisions theory along with civil procedural law.

We could determine a huge gap between civil state laws and international arbitration law which fails to determine the aspects of disputes of the parties which could take even years to get resolved with respect to financial constraints. In general, legislation has been done between both parties, who need to be held responsible for the informal method of conflict resolution strategy. The delay in work in organizations may or may not be related to time and cost, but it is assumed that there is going to be only one party who is going to win in comparison with both parties. The process is going to be based on the making of winning the single party. Thus, dispute resolution can be happening with respect to the nature of the people behavior and emotions and the conflicts between the international parties. Thus, till now, it has been identified that the cost and legal procedures for each case minimum take more than 3 years to resolve, and the cost will be carried out based on the terms and conditions including taxation. There are no other options that are available to resolve the conflicts within limited time and no proper attention given to people involved in the entire process. (Thompson,2005)

H1A: Does party autonomy foreign related civil law and affairs aspects include flexible conflict resolution in organizations

H1B: Do foreign related law are tedious procedure fails to resolve conflicts in more effective way in organizations



The aspect of determining how these negative emotions can be utilized in a positive way to determine a solution to conflict are the key areas in which a human can determine their self-value and efficient potential towards handling the other human in their worst state of being so negative and weak with emotions and to determine the ways and methods to idolize the peace within himself and around him. When a new human aspect of response and behaviour has been laid out during any critical situations he could infer that the other person involved in during the conflicts are made to get exposed to conflicted exposed human behaviour towards the negative psychological aspects and that is the stance where the current scenario with negative psychologistic aspect are formed which make the other human to acquire a new aspect of feeling of situations that will provoke other his or her way of thinking and behaviour for that negative situations, thus it can be direct impact of every emotion of other human stimuli action to react to current negative scenario that can be idealized by using the actions of the human behaviour such as tone, change of face reactions, a different in eye contact, the body language, etc.in very negative way. (Boros, Mesler, Curseu, & W.H.M, 2010) It has been determined from the literature that the mandatory arbitration has been carried out in all the industries, the highest percentage of mandatory arbitration procedure was adopted by business-61.1%, transportation-52%, retail trade- 58%, finance and real estate 50% and health & education-63% (J.S.COLVIN, 2019).and from the literature review based journals and research it has been found that labors less likely to win an acceptable statement or win the case through court which is costly and timeconsuming and seem to be the only option to resolve conflicts till date. Mandatory arbitration employment its the legal contract every employee is asked to sign it before joining the job, but there are still more number of people who are not aware of the implications and its negative aspects of it. The company makes it mandatory. (J.S.COLVIN, 2019). Alternative dispute resolutions seem to be another strategy that has been adopted by around 1000 companies, the term quite revolution was stated to be a method where it includes all strategies to resolve conflicts other than adopting laws and arbitration to resolve conflicts in America for past 15 decades. (Lamare, 2013), some of the common ADR. methods adopted were mediation, mini trial, fact finding, court annexed non abiding arbitration, peer feedback and reviewing and early neutral evaluation. The main objective for adopting

this methodology here was to reduce time delays and cost, and the policies has been designed with the ADR process involved a set of instructions and rules to carry out the process of conflict resolution prior to reaching the final stage for conflict resolution. From the survey that has been carried out with 1000 companies, it could be defined as most of the employees choose ADR method (25.2%) that needed to be implemented in corporate policies.to resolve conflicts based of company working model and structures. From the data we could determine a gap where the triggers for mediation and arbitration has not been identified rather the policies has been laid based upon the context of company concerns and financial constraints, and no findings has been carried out to determine human error in the process of triggers to conflicts causing or used to define a strategy to resolve conflicts in the corporate policies (Lamare,2013),the overall aspect to adopt an ADR in company process details the aspects of company policies and process and how it works with ADR rather than litigation process. Some of the different methods adopted by judicial systems to resolve conflicts in the company are

- Mediation
- Mediation arbitration-stepped dispute resolution systems
- Arbitration- • Mini trial-very costly
- Early neutral evaluation
- Early case assessment
- Peer review
- In-house

The likelihood for the occurrence of conflicts in corporate and commercial disputes are 41%, 36.3% for employment disputes, 24.7% for consumer disputes. The main reasons to go for other alternative resolution strategy are mainly due to factors like (Lamare, 2013),

- It's too costly
- Third part involvement
- Strategy exposure

- Time-consuming
- Legal complexities

1.1.2 AVOIDING AND CORPORATION IN HUMAN BEHAVIOUR

The humans tend to feel the negative vibes immediately when the other person is in conflicted moods, thus he could idealize that it's the negatives vibes that are passing around between them, so it is to inferred that from humans react to conflicts, inherit negative vibes during conflicts, and think with negative emotions to response to conflict, when a mind reacts with negative emotions, we could state that negative psychology dominates and are formed. The stimulus action of negative psychology is negative human behaviour, with conflict outbreak. (Smaranda, Nicoleta, Petru and Wilco,2010) The aspect of orthogonal analysis indicates the concern for self and concern for others as the theme where they implement a strategy called obliging, cooperating, integrating and avoiding. In the scale of orthogonal factors, a human can be placed either highly cooperating or extremely avoiding with his team members.

The relative strategy to determine the variance in humans hen he is highly corporative includes, a respect of wanting to be heard in the team and ant to determine the aspect of speaking out his or her emotions in the crowd to show their mutual entitled aspect of respect towards fellow teammate, but on the other hand we could state a highly avoiding person to be under the aspect of not agreeing with the opinion of the team in any aspects and are not ready to accept the way things are happening around them, thus, it could idealize that a human actions are directly or indirectly related to conflicts. The people intern being classified to be collectivistic and individualist, in most of the intra group conflicts people tend to avoid other people for future benefits but could lead to future outbreak of conflicts here as the corporation in collectivistic culture tend to focus on people who have openness in mind and have tendency to reciprocate it as common solution between peer groups. Mistakes happened in minor stage of process caused by human error when rectified can reduce conflicts and disputes that can occur in larger picture and can be resolved only by arbitration. Hence, there is a need to determine the gap between human emotional behavioural context which need to be concentrated more while designing the alternative conflict resolution tool that has to be get aligned with company policies and rules. **H2a-**

Human behaviour of avoiding is directly related to conflicts outbreak is purely individualistic in nature

H2b- Human behaviour of corporation is directly related to conflicts resolution is purely collectivistic in nature



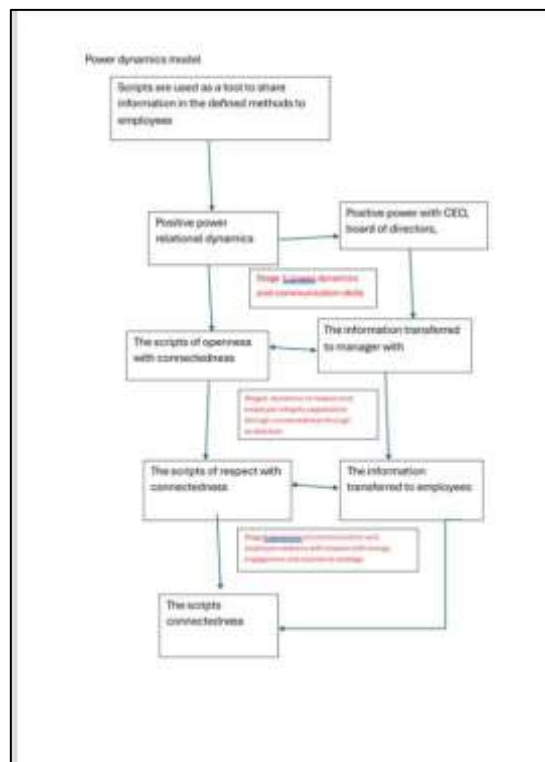
The vertical

entation related to cultural conflicts

includes people are related with individual mindset to aspire to have their own self action in the vertical individualistic criteria culture aspects can be more seen in team work where they try to stand out in peer teamwork as an individualistic person, whereas the horizontal collectivistic approach of cross culture includes people who consider other people's emotions as priority, and they tend to not voice out and state to sacrifice their aspects of need in group of collaboration, in either way the occurrence of conflicts and resolution need to be determined based on the human behaviour towards participation (Dishon M, 2014). In some respects, the dominance strategy adopted by the higher authority are directly or indirectly related to the decisionmaking theory during conflict resolution. Here the competing aspect of dominance parties will tend to make the weaker party accept the dominant party decisions, which ideologies the power and politics aspects to get involved in and where either one party win the case, but the organizational defensive routines tend to have procedure, policies, and actions that tend to make the employees highly embarrassed that will make the employees to not get chance to correct the error caused during the process of customs clearance (Dishon.M,2014).

1.1.3 EMOTIONAL INTELLIGENCE AND POWER DYNAMICS

In the process of clearance the OCR indicators that involves employees productivity, job security, job satisfaction, loyalty, creativity, commitment towards work, justice, and ethics could relate to determine the effect of employees aspect of interest towards work, more than feeling to work to earn alone may be that could involve some emotional intelligence and conflict resolution strategies that need to be implemented to have a smooth functioning of the company. (O. Salami, 2010). The conflict resolution styles in other words induced to determine the psychological morale and stress reduction factors that could enhance the aspect of being supportive relationship formed between the employees in the working environment. Thus, the aspect of being determined by emotional indicators could enhance the positive notations of employee's efficiency level Whereas the negative aspects of ocb could in turn induce the effect of conflict creation scenarios that happened when there lags the need for unethical and dominant behaviour of people in



the industry. This may include everybody involved in the process of clearance of customs and procedure. Thus, the fair and unfair treatment of higher authority with respect to the situation occurrence of conflict could directly or indirectly influence the OCB of the employees

H3A: The Emotional intelligence and coping strategy could relate to resolving conflicts in organization And influence positive power dynamics within organizations.

H3B: the unfair dominant strategy and EI could induce a negative CAUSES of conflicts with negative power dynamics in organizations

Proper communication, teamwork, governance, and individual are related while considering the external factors including the state like political influence, the term company strategy and acquiring power in earnings management. Finally, in terms of negative impact in power, the CEO tends to utilize the executive power in the constraint. The CEO could demonstrate it with their self-centered verdicts rather than in exposure to the overall wellness of the firm. There were more hypotheses created based on the power related to the CEO of the company, that in turn includes the versatile activity of negative impact towards funds sequence in the company. Hence,

defining the power can manipulate a sensation in one person if he or she utilized it in a well-versed manner or a desperate manner. This is based on many factors such as tenure, relations with people in the company, self needs, the vengeance towards someone's personnel, to make to withstand his position for the larger period. And the poor shareholder protective law seekers in which they are inversely related to the company goal in all ways. (Rehman, Hedman, and Hasnan, 2021). From the literature, we could infer that power dynamics include both internal and external factors that are determined by the regression equation. From the interpretations we could infer that the negative power dynamics in the company are influenced by factors like political interventions and the boards over the CEO's role over the institution. Which would create an impact of power negatively handled by the CEO. So when we determine the role of power within the people involved in the project relates to factors like respect openness connectedness which influence the positive relational dynamics, thus to define it in terms of power we could infer that the unbalance between the terms in positive relational dynamics includes connectedness openness and respect could be, managed with the power of space and interaction scripts, (lee, Mazmanian, Perlow, 2021) The role of interaction scripts includes the role of how a person in a team can very well interacting with people in the team based on space interaction scripts the influence of positive notations in the relations could enhance the workability mode of the employees from the manager and other workers. The researcher has compared the role of the manager of an Indian company with an American company. The organizational structure of both the countries differs, and they are directly or indirectly related to power influence in the interrelationship between employees that could enhance the power of openness, respect, and connectedness. (lee, Mazmanian, Perlow, 2021). The script in other terms is defined as a communication tool followed by the employees in the company and also legitimate the behaviour of employees in the company. Thus, the below model could represent how positive relational dynamics could enhance the flow of power positively in the organization. The basic foundation that can lead to the influence of openness, connectedness, and respect is based on the team interaction scripts, these scripts do have the norms and platform through which professional information of the project has been shared. Thus, they do tend to influence the sharing of information across the project team more with energy engagement and teamwork strategy that tend to improve the three indicators related to power dynamics, thus the team could enhance positively and rationally to improve the project objectively effectively. (lee, Mazmanian, Perlow, 2021).

1.1.4 THE GMCR MODEL AND STRATEGIC THEORY

The GMCR framework aspects to consider for conflict resolution in the clearance aspects (Liao, 2022). The powerful method that has been recently determined to resolve conflicts in organizations, where the preference was given to people who face conflicts to come up with scenarios to depict in terms of graph model. While introducing this

framework a variety of decisions were made from all stakeholders involved and finally a aspect of final decisions are made with consideration of all scenarios.

This GMCR methods has two state ones is modeling process where all the decisions made are considered with respect to information validity in regard to conflicts and another state is stability analysis where the chose solution of Dm state is revised based on current situation stage of conflicts, thus in this state the Dm is made whether to opt for same method to resolve it or to carried forward with other methods to resolve conflicts, the DM judgments are purely related with emotions of humans and state of mind and experience. Strategic theory of workplace conflict management that in turn state to be the integrated conflict management systems for handling workplace conflicts or stated to be alternative dispute resolution (C.Avgar, 2008) Some of the aspects the strategic theory methods considers are environmental, organizational, system and dispute resolution factors that need to be considered an alternative dispute resolution tool. Instead of following legal methods to resolve conflicts. The dimensions are purely 2d it mainly concentrates on factors that can be used to mitigate conflicts in organizations, but it has never been concentrating on emotions of the employees who have gone through conflicts and their behaviour towards the situations towards conflict management and resolution.

1.1.5 POSITIVE COGNITIVE PSYCHOLOGY AND NEGATIVE COGNITIVE PSYCHOLOGY

personality of humans and its relation with conflict resolution has not been addressed in any of the so-called conflict resolution strategy making aspects, whereas the need for degree of emotions of humans need to be the basic foundation to determine the root cause of conflicts is what my statement of conflict resolution relies on hence the emotional and behavioural aspects of conflicts has been in to considerations classifying that emotional intelligence as positive cognitive psychology that was derived from negative cognitive psychology of human and emotions with their behaviours in groups. (H. John Bernardin). The general aspect of managerial grid method has been deceived to be one of the most complimentary methods to adopt in large scale industries to determine the linkage degree of leadership skills and interpersonal effectiveness. In general the managerial grid personal aspects of the employees should be able to prefer either confrontation strategy, compromise strategy and forcing strategy. Thus based on the aspects of the situations and size of the conflicts and people involved and their backgrounds aspects plays a considerable determination towards the reason to adopt a specific way of dealing with conflict resolution strategy.

H4A- the positive cognitive psychology (PCP) and emotional intelligence are positively elated to conflict resolution tools H4B- the negative cognitive psychology is negative related with conflict CAUSING and

emotions(NCP)

The relational model of PCP AND NCP

	High	LOW
Positive cognitive psychology	Collaboration and decision-making	Emotions and personality aspects
Negative cognitive psychology	Dominant and forceful strategy	Fear ignorance and avoidance

FIGURE 3 The relational model of PCP AND NCP

Power relation with people in organizational structure-The Psychology is the term used to define the way the human mind reacts to the environment under various circumstances and situations (Wikipedia, 2018). The positive way of facing a situation of conflict by an individual considering the overall profit of the customs tariff clearance of goods and procedures is defined as psychological capital (Fred, Carolyn and Bruce,2007). Conflicts in international customs tariff clearance of goods and procedure projects are caused due to cultural, political, economic, and social differences, which creates a gap between the workers. This gap needs to be addressed in order to break the dispute. (Ashwin, Raymond,2007). The reaction of the human mind is based upon the environment in which he or she is working. The environment plays a major role in the psychology of a human, which indirectly provokes the quality of work. The

knowledge of the person needs to be exchanged with another person in inter-organizational networks in order to build a relationship between the people to exile in the project. (John, Raymond and Ashwin, 2006). The pressure given to a person directly acts on his health conditions and indirectly affects his work performance. The time strain of the particular person has been considered and simultaneously the performance of the work is noted, which in turn provides us with the result of conflict, both in professional life and personal life (Phyllis, Erin and Jack,2013).It is defined as the mental characteristics or attitude of a person or group. Another definition is the scientific study of the human mind and its functions, especially those affecting behaviour in a given context. Psychology has the immediate goal of understanding individuals and groups by both establishing general principles and researching specific cases, and it ultimately aims to benefit society. Psychology is the science of the mind's behaviour; it seeks to understand the mental process and behaviour of people. The most commonly adopted method is the study of body language and the prediction of lying.(Peter, 2011) The study of body language is all about non- verbal communication. The psychologist says that the behaviour and gesture of the body, eye contact, the action of hands while talking, and facial expressions can be predicted what the person is all about. Whether he is comfortable or irritated and finally from this a proper decision can be laid in order to resolve the dispute and conflict. (Peter,2011) Prediction of lying is a simple method which can be predicted by the way they talk and their eye contact. They exhibit a very different body language, from which it can be easily drawn that they lie. The way they talk and the way they react to the questions asked will clearly show whether they are telling the truth or not. A psychologist can easily identify the difference between a truth and a lie. (Peter,2011) Understanding human nature is psychology, it is the process of explaining the nature of the human considering the nature of the behaviour of human-based in the environment he has been handling. Psychology basically concentrates on complexity, integrity, and sociality. (Cop real and Brewer,1991). Emotional psychology is the concept of triggering one's emotions to reach and attain a goal is termed emotional psychology. Emotion psychology can be classified into two forms, reappraisal and suppression. Reappraisal of emotions: a re-evaluation of emotion-acting stimulus to change its acting or behaviour based on their thoughts. More sharing of emotions and interpersonal effects on emotional behaviour and evaluation of emotions.

Reappraisal of one's emotions can eventually increase the quality of work and can improve self-satisfaction in his career, in other terms job satisfaction. In other terms, suppression is the control of emotions or neutralizing emotional behaviour in other terms less sharing of emotions. Regulations of expressive behaviour and interpersonal relationships, motivations of behaviour to express one state of intentions and providing incentives of others' behaviour.

2. Instruments of procedure

Each hypothesis describes the aspect of how well the person emotions can influence the causes of disputes and how well the same emotions can be used to resolve the conflicts more efficiently in terms of cost and time when compared to law and arbitration procedures. The hypothesis has been derived based upon the role of emotions of human's enhancement in generating a conflict resolution tool based on human psychology regarding predefined laws and procedures adopted in the company that is related to admin rules and regulation in a very formal manner. Ideally in this methodology both cause and solution have to be determined simultaneously, thus the effectiveness rating scale differs from 2-point Likert scale to 7point scales in the process of framing a survey, or questionnaire can be utilized to measure the emotions of the employees in conflict situations. The scale should be concentrated based upon the human behaviour which seem to be more concerned with emotions and psychology rather than reaching the aspect of standards legal aspects and rules, the basic human aspects of emotions that have been

related with conflicts includes their social aspect of collectivistic and individualistic in nature. The employee's collectivistic and individualistic, emotional intelligence, cultural behaviour and negative and positive emotions can influence in conflict creation as well as resolution strategies. The role of human aspect towards being collectivistic and individualistic in general includes the aspect of human collaborative emotions in determining the willingness with collectivistic in nature and individualistic in nature. The aspect of defining the human decision-making in the consideration at times of conflicts can either be based on group opinions or individual opinions. Thus, in order to determine the aspect of it we could always implement obtaining a relation between the nature of human behavior through their aspect of being collectivistic or individualistic. The term to determine the emotional intelligence and human general aspects of being in the emotional state during conflict occurrence the different criteria with which a human seem to create a conflict in the working scenarios could generally be stated upon the rate at which the conflicts can be resolved, in order to determine the emotional intelligence & human relations with respect to peer during the working time was analyzed and how well they do aspire to achieve their need during the process of handling conflicts has been idealized with the hypothesis created, and we had also related this behaviour with positive cognitive psychology and negative cognitive psychological aspects where the human negative and positive psychology will be demonstrated with aspects to conflicts resolution. The ideology in determine why the negative aspect of emotions of human has to be analyzed deeply in the process while the other consideration towards the causes and resolution of conflicts has been derived with respect to people in groups and to determine the emotions of people individually hence the concluding remarks in deriving the factors that are related to causes and resolution of conflicts was deeply identified only through emotional context of human being alone and in relation with organizational financial and operational aspects of the people in customs clearance and procedures, based on the context specified above we could ideally determine the various external and internal indicators of conflict causes and resolution strategy implementation aspects. The rational aspect of human behaviour of avoiding is directly related to conflicts outbreak is purely individualistic in nature that is related to waste of time and cost whereas human behaviour of corporation is directly related to conflicts resolution is purely collectivistic in nature, where the former indulge in causes of conflicts and the later indulge in resolution of conflicts the hypothesis was based on the aspect of people and administrative aspects such as poor management, cultural conflicts and time management are related to collectivistic human aspect whereas the mistakes, error done by humans can be individualistic in nature the reason for conflicts, are poor management, time delay and wrong judgement along with arguments the criteria with which the correlation has been depicted are based on the factors related with causes of

- the relation with poor management,
- time delay, conflicts,
- due to culture

1.1.4 The research objective and questions From the literature we could recommend that a tool need to be designed in such a manner that the cultural conflict, time management and administration restriction along with emotional aspects of employees are to improve, the correlation of need of psychologist in the organization has greater significance in regard to resolve conflicts. Where the former indulges in causes of conflicts and the later indulges in resolution of conflicts, the hypothesis was based on the aspect of people and administrative aspects such as poor management, cultural conflicts and time management are related to collectivistic human aspect whereas the mistakes, errors don by humans can be individualistic in nature.

- 1. Does party autonomy foreign related civil law and affairs aspects include flexible conflict resolution in organizations**
- 2. Does The Emotional intelligence and coping strategy could relate to resolving conflicts in organization And influence positive power dynamics within organizations.**
- 3. Does the positive cognitive psychology(PCP) and emotional intelligence are positively elated to conflict resolution tools**
- 4. –Does Human behaviour of corporation is directly related to conflicts resolution is purely collectivistic in nature**
- 5. does positive power dynamics can influence the conflict resolution within organizations**

Does party autonomy foreign related civil law and affairs aspects include flexible conflict resolution: Do foreign related law are tedious procedures fail to resolve conflicts in more effective way to support in-house personal mediator or clearing goods through mediation under a court of law, by adopting a psychologist in-house in organization to resolve conflicts and problems by are meeting, prefer law, personal talk, refer old data, management guidance. A special tool that needs to be designed so that it can relate it with the negative consequences in organization which can reduce time save money from loss. The consequences caused due to conflicts included huge cost loss and time delay, The cost and time are directly related to conflicts and delays in work, hence the conflicts caused delay in PROJECTS the more time it takes to resolve and more costly it is and Proper time management schedule with cost budgeting methods need to be adopted in order to overcome the bad consequences faced during work.

1.1.5 RESEARCH QUESTIONS

The emotional intelligence and coping strategy could relate of resolving conflicts in organization and positive

power dynamics with in organizations. The unfair dominant strategy and could induce a negative resolution of conflicts with negative power dynamics in organizations does the relationship between people involved in various stages of clearance has a huge impact on completing the project or work on time without time delay

- 1. Do foreign related law are tedious procedure fails to resolve conflicts in more effective way in organizations**
- 2. Does the unfair dominant strategy and EI could induce a negative CAUSES of conflicts with negative power dynamics in organizations**
- 3. Human behaviour of avoiding is related to conflicts outbreak is purely individualistic in nature**
- 4. Will the negative cognitive psychology is negative related with conflict CAUSING and emotions (NCP)**
- 5. Does the Emotional intelligence and coping strategy could help to resolving conflicts in organization**

3. DISCUSSION

THE RELATION BETWEEN EMOTIONS AND ADMINISTRATION

To determine the aspect of the association between the factors that have been the reason to causes and resolution to conflicts

, an analysis in terms of hypothesis.1,2,3,4 where the judicial aspect of conflict causes and resolution process has been associated with the normative aspect of utilising the law as the efficient way or the conflict tool hence from the data Correlation between management guidance, psychologist and team outing is maximum, need to appoint an in house mediator to handle disputes and conflicts in very early stage with management guidance, hence a psychologist should be adopted in such a manner that he should be able to handle people well, an expert in acknowledging the clearance process and should know to proceed with process with prio knowledge in laws. Where we could infer that both law and tool need its importance while resolving those conflicts and disputes that are directly or indirectly related to human emotions and behaviour. The usage of Mental health ac need a revise as the psychological context, based on those act and rules under the ministry of Mental Health. This need attention given to employees under stress where they need the implementation of psychological legal chief officer and a neuro psychological legal committee for conflict identification, rectification and supporting conflict resolution framework Seetha framework implementation. and we have been determining correlation between moderate mental health users, hence we need to train the organizations to use the Seetha framework code based on the aspect of the organizations conflict resolution and psychological support to employees' procedures.

The human behaviour factor that has been widely related to body language, the relationship between the clients, the personal interest in the creation of conflicts those negative cognitive psychology has been caused within the employees of the company directly or indirectly. As the body language personality has highly been impacted over the way other people think on resolving conflicts, Correlations includes factors of behaviour like tone of voice, eyes, thinking and body language during conflicts we could determine its associations and correlations related with body language. Correlations include factors of behaviour like tone of voice, eyes, thinking and body language, delays in clearance in customs can also be caused due to the problems caused between the relationship between clients where the attitude, administration failure and misunderstanding seem to be highly correlated and associated with processing The aspect of being individualistic in nature are mainly caused due to conflicts that we have with our clients peers or superior authority. Those factors related to administration attitude have to be given importance in terms of handling human behaviour in cultural aspects to avoid misunderstanding between the clients. The method of culture and administration can also influence the employees to face the stress and burden directly and indirectly towards the work

, where there need a caution in adoption of proper administration type such as japanization and open system where the employees do need to feel the working environment is treating me well, and it is better place to work and vice versa, The combination of culture, and free system administration should be designed to implement the new administration strategy.

The emotional intelligence and coping aspect along with positive and negative psychology has been associated with causes of conflicts where there can be a person who manipulates false data towards his clients and does need to create himself as a good, expected person to higher authority. Between causes of conflicts not due to personal interest is more, and need of employees to design an extractor derived conflict reduction tool to enhance the working environment, where the conflict due to failure in proper clients' management, personal vengeance seems to be the reason for domination to causes of conflicts which fall under the negative cognitive psychology. Based on the leadership style and handling of employees the emotional intelligence and coping strategy of the employees has been determined as the Correlation between communication barrier and leadership style is maximum and along with wrong Misjudgment and misunderstanding the employees seem to face exhaustion and feel insecure towards their work and efficiency, hence the association between them are highly correlated, where the value of lift is 1 and to determine a proper leadership style and management architecture to enhance the process in clearance without conflicts plays a major role. Finally, the unethical power influence can also lead to causes of conflicts which need to be addressed with the fact that the power influence can be related to negative cognitive psychology as the positive cognitive psychology, hence the need for the relation between power and

psychology of people are important in this process we could state that the association with illegal power influence seems to be moderate and To avoid the unethical influence for making things done in organizations by ethical framework has been recommended for future avoidance of conflict in company.

DISCUSSION1

The general way the organizations have adopted to resolve conflicts where basically through mediation, but that has prolonged drawbacks and failure process to resolve conflicts.it takes time and cost to get resolved and the factors related to causes of conflicts in any organization has not been considered and those relations methods has not been given importance to resolve conflicts in any organizations. Hence, from the aspect of obtaining the result we could infer that, the time and cost are the final indicators that we need to consider. From the literature we could infer that there have been various reasons identified and determined a solution to conflicts, those factors include policy, resource scarcity, authority policy etc. some of the major factors that cause conflicts in the organizations could be mainly due to culture differences, language barriers, poor management time delays, wrong judgement, hence these need an extra consideration in revising the adopted concept and new methods and ways need to be adopted to reduce the causes of conflicts. There exists a gap between resolving the conflicts through law and with respect to emotional intelligence method to cope up with conflict in very early stage. The former includes procedures, the latter includes emotions and communicating the psychology throughout the process of conflicts. that disputes do resolve through mediation, the process, or procedure to follow this aspect of resolving the conflicts seem to be a tedious process. Thus, concentration has been given more upon stress on cost and time along with people emotional intelligence factors that have the chances to state in the future hypothesis testing to prove that more than judicial procedure there are certain other normative way to determine the solutions to conflicts and disputes.

DISCUSSION2

The rational aspect of human behaviour of avoiding is directly related to conflicts outbreak is purely individualistic in nature that is related to waste of time and cost whereas human behaviour of corporation is directly related to conflict Resolution is purely collectivistic in nature, this statement is highly concentrating on the emotional quotient of human behaviour during the conflicts, where the avoiding and cooperation of employees to happen as per the need and situational aspects in resolving the conflicts. Are mainly been idealized by the human behaviour and actions towards his peers and authorities when conflicts been raised so the body language aspects that have been considered here are the way you see, the tone of voice, the body actions etc. hence the human behaviour are some of the basic emotions that need to be considered to determine the state of mind of employees in the company when there arise conflicts hence a psychologist could help in analyzing where the mistakes. Conflicts, due to culture as they are highly non correlated, and I could recommend that a tool need to be designed in such a manner that the cultural conflict, time management and administration restriction along with emotional aspects of employees are to improve, the correlation of need of psychologist in the organization has greater significance in regard to resolve conflicts. Where the former indulges in causes of conflicts and the latter indulge in resolution of conflicts the hypothesis was based on the aspect of people and administrative aspects such management are related to collectivistic human aspect whereas the mistakes, error done by humans can be individualistic in nature hence from the significant data aspect the need for the role of an in-house mediation could have been the individuals and that could help determine the reason for causes of conflicts which are very much invisible and from this data we could sort the emotional aspects of humans to determine the causes of conflicts and determine the solution.

DISCUSSION 3

where in general human emotional intelligence has been determined with respect to The role of human aspect towards being collectivistic and individualistic in general includes the aspect of human collaborative emotions in determining the willingness with collectivistic in nature and individualistic in nature. The aspect of defining the human decision-making in the consideration at times of conflicts can either be based on group opinions or individual opinions, Hence, defining the power can manipulate a sensation in one person if he or she utilized it in a well-versed manner or a desperate manner. This is based on many factors such as tenure, relation with people in the company, the self needs, the vengeance towards someone's personnel, to make to withstand his position for the larger period. It is stated to be that organizations provide power pressure to employees under them wherever need for both legal and illegal actions in the process of clearance hence it is advised to take the proper administration as the count for following the expert, personality, legitimate, reverent power to deal with legal and rightful action.

DISCUSSION4:

The additional analysis that has been carried out with respect to test the hypothesis 4 testing may include the aspects of the positive cognitive psychology and negative cognitive psychology of the employees who do consider the psychology as the aspects of handling the situations in a more productive manner, and they require guidance at the time of emotional distress where there can be only their own thoughts which could guide them, as those aspects of being alone in terms of decisionmaking it is important to consider the emotional factor that could enhance the thinker to react to it in a very positive manner of the emotions involved and how it has to be dealt with situations and circumstances .

4. LIMITATIONS AND FUTURE SCOPE OF RESEARCH

The general aspect of conflict resolution strategies described in the literature are based on the general strategies adopted such as ocb, relation with moderation role of emotional intelligence, but there are nowhere in the context that have addressed the gap of a person from the organization within to handle those emotions of humans during conflicts in an organization which needs a procedure to record as that could happen in more professional way to eradicate the insecurities between the employees and in house mediator, and they can share their level of emotions to them in more procedural way where a psycholawgist model has need to be designed (Seeth framework) and adopted for resolution of conflicts in more procedural way in organization to address conflicts in earlier stage rather than in later stages where situations are not under control. Some of the major limitations of this method is to make people understand the seriousness of conflicts and their impact in organizations, we already knew most of the employees are not are of laws and contractual base agreements where they are prone to instructions and information regarding the job and rules hence as an in-house mediator the role of making employees aware of laws related to concerned profession and their importance can be explained in more flexible and understandable manner.

5. CONCLUSION

to resolve conflicts in more formal way by adoption of in-house mediator has been described and a need for in-house mediation could enhance the process and flow of conflicts rectification in project indeed could enhance the efficiency of employee's contribution towards work etc. In literature there had never been any model addressing the procedure to adopt an in-house psycholawgist who could mediate between employees to resolve the conflicts in more ethical and formal way. In literature there had never been any model addressing the procedure to adopt an in-house psycholawgist who could mediate between employees to resolve the conflicts in more ethical and formal way adopting the psycholawgist who are expert in their own branch with process and procedures, who have the skill to handle employees as well as board of director with trust and integrity, the in-house person in team or project can also idealize the method to resolve conflicts in more efficient way could be adopted .

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