

## Conflict Management Methods By Students According Some Variables

### -Filed study in institute science and technical physical and sports activities Souk Ahras University- Algeria.

أساليب ادارة الصراع عند الطلبة في ضوء بعض المتغيرات

-دراسة ميدانية بمعهد علوم و تقنيات النشاطات البدنية و الرياضية بجامعة سوق أهراس-

BENSAYAH SAMIR .University of Souk Ahras

ملخص:

هدفت هذه الدراسة الى التعرف على مستوى أساليب إدارة الصراع لدى طلبة معهد علوم وتقنيات النشاطات البدنية والرياضية والفروق بينهم وفق متغيرات الجنس والمستوى والتخصص وعليه قام الباحث بتوزيع مقياس على عينة تكونت من 110 طالب وعولجت احصائيا بواسطة برنامج .spss

وصلنا الى ان الطلبة لديهم مستوى متوسط في مستوى أساليب إدارة الصراع كما أنه لا توجد فروق دالة احصائية في هذه الأساليب لدى الطلبة تعزى لمتغيرات الجنس و المستوى الدراسي والتخصص .

وصى الباحث ببرمجة دورات تدريبية لفائدة الطلبة لتطوير أساليب ادارة الصراع لديهم نظرا لأهميتها الكبيرة في حياتهم.

الكلمات المفتاحية: أساليب؛ إدارة الصراع؛ الطلبة؛ بعض المتغيرات.

**Abstract:** The purpose of the study was to know the level of Conflict Management Methods by students, as well as the differences between them according to the variables of the sex, the level of study and the specialty. Therefor the problematic was: what is the level of Conflict Management Methods of students institutes of science and technical of physical and sports activities?

therefore the researcher used a questionnaire destined for a sample of 110 students, and he found that students have Medium level of Conflict Management Methods and that there are no differences between them according to sex , level of study and specialty variable.

The researcher has recommended the programming of the training cycles in the benefit of the students to improve their level of Conflict Management Methods those of gathering necessary.

**Keywords:** Methods; Conflict Management; Students; Some Variables.

## Introduction:

Since ancient times and through history, the conflict has existed in human life, and many history books tell us about human conflicts with the nature in which he lives and the environment surrounding him and the animals that live near him and how he adapted and developed his skills to overcome them, and across the time appeared conflicts between groups of people and even between Individuals on land, natural resources and others.

Living within groups requires interaction and changes that usually make differences in views and attitudes that may turn into conflicts where dialogues could develop into conflicts and wars. This requires special skills and methods of individuals to resolve conflicts.

Conflict arises from differences. It occurs whenever people disagree over their values, motivations, perceptions, ideas, or desires. Sometimes these differences look trivial, but when a conflict triggers strong feelings, a deep personal and relational need is at the core of the problem—a need to feel safe and secure, a need to feel respected and valued, or a need for greater closeness and intimacy.

Schmid says that Conflicts is present when two or more parties perceive that their interests are incompatible, express hostile attitudes, or pursue their interests through actions that damage the other parties (Schmid, 1998),and according to Shay The more people involved in a conflict, the more complex it will be to meet everyone's needs (Shay, 2008).

Many researchers have identified the most important methods of conflict management like ( Rashmi Kodikal and Habeeb Ur Rahman 2014) who see: Using two dimensions – cooperativeness (the degree to which one party to satisfy the others party's concerns) and assertiveness (the degree to which one party to satisfy his or her own concern) the five intensions are described as follows: **Competing** (assertive and un co-operating), **Collaborating**: (assertive and cooperative, **Avoiding** (unassertive and uncooperative, **Accommodating** (unassertive and cooperative) and **Compromising** (midrange on both assertiveness and cooperativeness). (Rahman, 2014)

More interesting appeared in educational systems in our schools and universities in particular in the development of these methods as they occupy a significant segment of our communities and at a key stage before going to the professional life.

This study is for learning about the most important methods of conflict management of our students and to raise their awareness of the importance of adopting the proper method of managing their conflicts inside and outside the university and in their present and future.

Through the above, we have asked the following general question: What is the level of Conflict Management Methods by students of the Institute of Science and Technical of Physical and Sports Activities?

Based on this question, we asked the following questions:

- 1 - Are there differences due to the variable of sex in the level of Conflict Management Methods by students of the Institute of Science and Technical of physical and sports activities?
- 2- Are there differences due to the variable of level study in the level of Conflict Management Methods by students of the Institute of Science and Technical of physical and sports activities?
- 3 - Are there differences due to the specialty variable in the level of Conflict Management Methods by the students of the Institute of Science and Technical of physical and sports activities?

## **2 - hypotheses of the study:**

- 1- Students of the Institute of Science and Technical of physical and sports activities have high level of Conflict Management Methods.
- 2 - There are differences attributed to the sex variable in the level of Conflict Management Methods of students by the Institute of Science and Technology of physical and sports activities.
- 3 - There are differences due to the variable level in the study of level of Conflict Management Methods of students of the Institute of Science and Technical of physical and sports activities.
- 4 - There are differences due to the specialty variable in level of Conflict Management Methods by students of the Institute of Science and Technical of physical and sports activities.

## **3 - Research Objectives:**

- Identify the level Conflict Management Methods of students.
- Identify the differences between students in the Conflict Management Methods according to the variables of the sex, the level of study, and the specialty.

## **4 - The importance of research:**

The importance of the study is to indicate the need of the student to be able to manage the conflict, especially in light of the increasing conflicts in the places of study, work and the social environment. The

university is the ideal place where students can be controlled in these methods.

### 5. Search terms:

- **conflict:** When two or more parties disagree, have divergent views and/or other differences, could happen between employees, departments, managers or groups of people and can arise over a variety of matters, work-related or not. (O'Donnel, 2016)

- Conflict is a natural disagreement resulting from individuals or groups that differ in attitude, beliefs, values or needs. It can also originate from past rivalries and personality differences.

(CHUKWUEMEZIE, 2008)

**Conflict management:** is the practice of identifying and handling conflicts in a sensible, fair and efficient manner that prevents them from escalating out of control. (Engel, 2005)

- **Students:** They are individuals who study in universities.

### 6. Field action for the study:

**6-1 – Methodology:** Due to the nature of the subject, the researcher adopted the descriptive approach in his study.

**6-2 - population of the study:** They are the students of the Institute of Science and Technical of physical and sports activities at the University of Souk Ahras, numbering 480 students.

**6-3: sample of the study:** The study sample consisted of 110 students studying at the Institute of Science and Technical of Physical and Sports Activities at Souk Ahras University.

### --4: Areas of study:

**A - Time domain:** from the beginning of December 2018 to the end of January 2018.

**B- Sphere:** Institute of Science and Technical of physical and sports activities at Souk Ahras University.

**C - Human Field:** Students of the Institute of Science and Technical of Physical and Sports Activities at the University of Souk Ahras.

### 6.5 Study Tools:

The researcher based his set of data on a of bibliographic sources and references, and on a Conflict Management Methods scale Prepared by Sami Mohsen al-Khatatna. (khatatna, 2003)

### 6-6 - The scientific foundations of the study tools:

#### 6.6.1. Questionnaires have been certified:

- **The structural truth of the scale:** The correlation coefficients between the terms of each axis and the whole questionnaire were calculated as 0.81, which is a strong correlation.

#### 6-7-2 - Stability of the scale:

- **Crobach's alpha method:** where the stability was calculated using the equation Alpha Cronbach through the statistical program spss and is was found that the scale has a high degree of stability where the coefficient of stability Alpha Cronbach was: 0.797.

- **Split half method:** Stability coefficient was calculated in the split half method using the spss statistical program, where the of Spearman Brown coefficient was 0.7 and Guttman coefficient was 0.7, which indicates the stability of the scale.

**6-8 Statistical processing:** The researcher employed in this study: correlation coefficient of Pearson, Alpha Cronbach, the arithmetic mean and ANOVA test, and we have used the spss statistical program.

### 7. Presentation, analysis and discussion of results in the light of hypotheses:

**7-1 Presentation, analysis and discussion of the results related to the first hypothesis (Students of the Institute of Science and Technical of physical and sports activities have high level of Conflict Management Methods.):**

**Table 1: Results of level of Conflict Management Methods by students:**

The dimension	Mean	Standard deviation	level	Rank
Avoidant	1.61	0.20	Medium	3
Compétitive	1.42	0.27	Medium	5
Accommodative	1.58	0.26	Medium	4
Compromise	1.67	0.19	high	2
Collaborative	1.68	0.21	high	1
<b>Total</b>	1.59	0.12	Medium	-

Through the results shown in the table above we find:

The fifth method (Collaborative) and the fourth method (compromise), have an arithmetic mean between 1.68 and 1.67 in high level.

The first method (avoidant), the third method (accommodative), and the second method (competitive) coming in medium level with mean between 1.42 and 1.61.

Therefore, students have Medium level of : Conflict Management Methods, with is a mean of 1.59, reflecting their understanding of the

importance of this method in their lives. This is what not satisfies us the first hypothesis: Students of the Institute of Physical Sciences and Technical of physical and sports activities have high level of Conflict Management Methods.

**7-2 - Presentation, analysis and discussion of the results of the second hypothesis (There are differences attributed to the sex variable in the level of Conflict Management Methods by students of the Institute of Science and Technology of physical and sports activities):**

**Table 2 represents the differences in level of Conflict Management Methods of students according to sex variable:**

Methods	Sex	A mean	St	Df	T	Sig
avoidant	Male	1.63	0.19	108	1.686	0.095
	Female	1.57	0.20			
compétitive	Male	1.44	0.24	108	0.893	0.374
	Female	1.40	0.29			
accommodative	Male	1.57	0.27	108	0.157	0.876
	Female	1.58	0.25			
compromise	Male	1.66	0.20	108	0.357	0.722
	Female	1.77	0.17			
Collaborative	Male	1.68	0.22	108	0.168	0.867
	Female	1.77	0.20			
<b>total</b>	Male	1.60	0.13	108	0.848	0.515
	Female	1.58	0.10			

Table (2) shows that there are no statistically significant differences between the males and females in level of Conflict Management Methods, where the value of (T) is equal to (0.848) and the value (Sig= 0.515) is greater than the significance level ( $\alpha = 0.05$ ), and therefore T is statistically insignificant at a level of significance (0.05) and a degree of freedom of (108). Therefore, we found that there are

no differences due to sex variable in level of Conflict Management Methods of the students of the Institute of Science and Technical of physical and sports activities. And thus reject the second hypothesis that: There are differences attributed to the sex variable in the level of Conflict Management Methods by students of the Institute of Science and Technology of physical and sports activities

**7-3 - Analysis and discussion of the results related to the third hypothesis (There are differences due to the variable level in the study of level of Conflict Management Methods of students of the Institute of Science and Technical of physical and sports activities):**

**Table 3: presents the differences in level of Conflict Management Methods among students according to the variable of the academic level:**

Methods	Academic level	A mean	St	Df	T	Sig
avoidant	License	1.65	0.17	108	2.452	0.016
	Master	1.56	0.21			
compétitive	License	1.47	0.28	108	0.746	0.084
	Master	1.38	0.24			
accommodative	License	1.56	0.23	108	0.609	0.544
	Master	1.59	0.28			
compromise	License	1.69	0.17	108	1.167	0.246
	Master	1.64	0.20			
Collaborative	License	1.66	0.21	108	0.360	0.720
	Master	1.68	0.21			
total	License	1.61	0.08	108	1.534	0.128
	Master	1.57	0.14			

Table (3) shows that there are no statistically significant differences between the students according to the level of study (license -master)

in level of Conflict Management Methods where the value of (T) is calculated (1.534), and the value (Sig=0.128) bigger than the significance level ( $\alpha = 0.05$ ). Therefore, T is not statistically significant at an indication level of 0.05 and a degree of freedom equal to (108).

So, we refuse this third hypothesis: There are differences due to the variable level in the study of level of Conflict Management Methods of students of the Institute of Science and Technical of physical and sports activities

**7-4- Analysis and discussion of the results related to the fourth hypothesis (There are differences due to the specialty variable in level of Conflict Management Methods by students of the Institute of Science and Technical of physical and sports activities.:**

**Table (4) Results of the ANOVA analysis of the differences between the students in level of Conflict Management Methods according to the specialty variable:**

Methods		Sum of Squares	Df	Mean Square	F	Sig
Avoidant	Between Groups	0.059	2	0.03	0.729	0.485
	Within Groups	4.345	107	0.041		
	Total	4.404	109			
Compétitive	Between Groups	0.089	2	0.045	0.620	0.540
	Within Groups	7.718	107	0.072		
	Total	7.807	109			
Accommodative	Between Groups	0.138	2	0.091	1.338	0.267
	Within Groups	7.3	107	0.068		
	Total	7.438	109			
Compromise	Between Groups	0.087	2	0.044	1.194	0.307
	Within Groups	3.912	107	0.037		
	Total	3.999	109			
Collaborative	Between Groups	0.150	2	0.075	1.645	0.485
	Within Groups	4.866	107	0.045		
	Total	5.015	109			
Total	Between Groups	0.028	2	0.014	0.947	0.391
	Within Groups	1.595	107	0.015		
	Total	1.624	109			

Table (04) shows that there are no statistically significant differences between students' in levels of Conflict Management Methods according to the specialty variable (physical and education activity, sports training, management of sport). The value of (F) is (0.947) and



the value of (Sig=0.391) Is big than the significant level ( $\alpha = 0.05$ ). Thus, F is a not statistical function at a level of significant of (0.05).

So we ac the fourth hypothesis: There are differences due to the specialty variable in level of Conflict Management Methods by students of the Institute of Science and Technical of physical and sports activities.

### **8- Results of the study:**

- Students of the Institute of Science and Technical of physical and sport activities have a Medium level of Conflict Management Methods.
- There are no differences due to the sex variable in Medium level of Conflict Management Methods by students of the Institute of Science and Technical of physical and sport activities.
- There are no differences due to the level of study variable in Medium level of Conflict Management Methods by the students of the Institute of Science and Technical of physical and sports activities.
- There are no differences due to the specialty variable in Medium level of Conflict Management Methods by students of the Institute of Science and Technical of Physical and Sports Activities.

### **9-Suggestions and recommendations:**

- Organizing training courses for students concerned with developing levels of conflict management methods.
- The introduction of school materials about the development of conflict management methods.
- Educating students about the need to develop their methods in managing conflicts as they are necessary in their academic and professional life in the future. Life is not free of conflicts of any kind.

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