

CONFLICT RESOLUTION THEORY AND PRACTICE

CONFLICT RESOLUTION THEORY AND PRACTICE IS A FIELD THAT EXAMINES THE WAYS IN WHICH CONFLICTS CAN BE UNDERSTOOD, MANAGED, AND RESOLVED. AS CONFLICTS ARE AN INHERENT PART OF HUMAN INTERACTIONS, WHETHER ON AN INTERPERSONAL, ORGANIZATIONAL, OR INTERNATIONAL LEVEL, THE NEED FOR EFFECTIVE CONFLICT RESOLUTION STRATEGIES HAS BECOME INCREASINGLY IMPORTANT. THIS ARTICLE DELVES INTO THE KEY THEORIES OF CONFLICT RESOLUTION, THE VARIOUS APPROACHES AND TECHNIQUES UTILIZED IN PRACTICE, AND THE ROLE OF COMMUNICATION AND NEGOTIATION IN ACHIEVING RESOLUTION.

THEORETICAL FOUNDATIONS OF CONFLICT RESOLUTION

CONFLICT RESOLUTION THEORY HAS EVOLVED OVER TIME, DRAWING FROM VARIOUS DISCIPLINES SUCH AS PSYCHOLOGY, SOCIOLOGY, POLITICAL SCIENCE, AND LAW. BELOW ARE SOME OF THE MAJOR THEORETICAL FRAMEWORKS THAT INFORM CONFLICT RESOLUTION PRACTICES.

1. REALIST THEORY

REALIST THEORY POSITS THAT CONFLICT ARISES FROM THE INHERENT COMPETITION FOR RESOURCES AND POWER AMONG INDIVIDUALS AND GROUPS. KEY CHARACTERISTICS INCLUDE:

- **POWER DYNAMICS:** CONFLICTS ARE OFTEN VIEWED THROUGH THE LENS OF POWER IMBALANCES.
- **SELF-INTEREST:** PARTIES INVOLVED IN A CONFLICT ARE PRIMARILY MOTIVATED BY THEIR OWN INTERESTS.
- **ZERO-SUM GAME:** THE ASSUMPTION THAT ONE PARTY'S GAIN IS ANOTHER'S LOSS.

2. HUMAN NEEDS THEORY

HUMAN NEEDS THEORY, AS PROPOSED BY JOHN BURTON, SUGGESTS THAT CONFLICTS STEM FROM UNMET FUNDAMENTAL HUMAN NEEDS. THESE NEEDS CAN BE CATEGORIZED INTO THREE MAIN TYPES:

- **BASIC NEEDS:** SUCH AS SECURITY, IDENTITY, AND RECOGNITION.
- **SOCIAL NEEDS:** COMMUNITY INVOLVEMENT AND BELONGING.
- **POLITICAL NEEDS:** PARTICIPATION AND REPRESENTATION.

ACCORDING TO THIS THEORY, ADDRESSING THESE UNDERLYING NEEDS IS ESSENTIAL FOR ACHIEVING LASTING RESOLUTION.

3. INTEREST-BASED RELATIONAL APPROACH

THE INTEREST-BASED RELATIONAL (IBR) APPROACH FOCUSES ON UNDERSTANDING THE INTERESTS OF THE PARTIES INVOLVED RATHER THAN THEIR POSITIONS. KEY PRINCIPLES INCLUDE:

- **SEPARATION OF PEOPLE AND ISSUES:** EMPHASIZING THAT PERSONAL RELATIONSHIPS SHOULD BE MAINTAINED EVEN AMID DISPUTES.
- **FOCUS ON INTERESTS, NOT POSITIONS:** ENCOURAGING PARTIES TO COMMUNICATE THEIR UNDERLYING INTERESTS RATHER THAN RIGID POSITIONS.
- **CREATING OPTIONS FOR MUTUAL GAIN:** COLLABORATIVELY DEVELOPING SOLUTIONS THAT BENEFIT ALL PARTIES INVOLVED.