

Annotated Bibliography

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Husemann, K.C., Ladstaetter, F., Marius K. & Luedicke. M.K. (2015). Conflict culture and conflict management in consumption communities. *Volume of Psychology and Marketing*, 32(3). 265-284.

Consumption communities get to various forms of conflicts that show the diverse and complex nature of solving them. Most firms identify these as essential structures to assist in managing the difficulties faced in their businesses. The researchers established the link between consumers and marketers in creating harmony to ease pressure and harness sales. The researchers developed a strategy to understand the changing style of conflicts in societies and the impending trend following these developments through studies. In detailed literature, they established the gaps in social conflict management systems and identified the varied approaches to their management. The premium collar community presented different aspects of conflict management: formal and informal styles. They link the old and current conflicts to establish what members of the society resort to for a change. There are also the routinized conflicts and management systems stemming from the habits of the organization and its members. Most of these are harnesses and changed to make society a better place for business.

Lipsky, D.B. & Avgar, A.C. (2010). The conflict over conflict management. *Dispute Resolution Journal*, 65(2-3), 38-43.

The authors explored dispute management and conflict resolution through the internal structures of an organization. They point out that the administration and other leaders of the organization take the step to prevent or reinstate peace in their firms. In their research, they discover the two sides of conflict management: traditional and current mechanisms.

The changing nature of business environments from manufacturing to services caused a shift in demands and relations between firms and employees. These led to more sources of conflicts forcing the organization to adopt equally intensive conflict management systems. Critics identify the web of rules as a hurdle that makes conflict resolution a little complex for managers. In the end, managers have to consider several features of conflict management like scope, culture, various access points, options, and support. Suggestions by the authors is a strategy for the development of resolution processes that enhance the growth of the members and the organization.

Schulze, A.D., Stade, M.J.C & Netzel, J. (2014). Conflict and conflict management in innovation processes in the life sciences. *Creativity and Innovation Management*, 23(1), 58-75.

DOI:10.1111/caim.12048

The researchers explored the aspects of conflict management in innovations. They interviewed professionals to validate their approach to conflict management and established the differences that intensive and basic researchers applied to handle situations arising in their workplaces. They aimed at filling the research in social sciences that missed for a while. During innovations, organizations undergo risky processes requiring multiple engagements of the individual in the firm. Such instances lead to conflicts that need a solution for success. Some of the discoveries were applied conflict management styles, effectiveness, and viability to different groups. The results pointed to the connection between the organizations' members and their relationship to yielding proper conflict resolution mechanisms. Consistent researchers were better problem solvers than normal individuals. These differed depending on the organizational structure

but pointed to exciting implications for businesses. Their final thoughts were the need for consistent training for managers to familiarize themselves with the dynamics.

Relation between the Articles

The three articles discuss conflict management, explore various ways and identify the critical situations that solve the problems. There is the origin of conflicts in organizations, effects, and need for solutions. While discussing the sources, one feature visible from all of them is the changing structure of the society, implications of conflicts to organizations, and the new solutions methods. Addressing the gaps in social conflicts and theories is essential in all the articles as they highlight progressive issues. One critical aspect of the three is using a specific research style, from interviews or surveys, then the results, analysis, and a conclusion. By this format, they manage a straightforward approach to convince the audience of the validity of their information. The other way they link to one another is finding credible information about an organization, then employees, and a solution that encompasses the larger society. This means that, as one may not be comprehensive in analyzing a specific group, the other complements by linking to another society's focus.