



The Impact of Task Conflict Management in Enhancing Team Performance and Organizational Outcomes

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ABSTRACT

This study aims to explore the influence of task conflict management in enhancing team performance and organizational outcomes. The research will utilize a qualitative research method, where semi-structured interviews will be conducted with team managers and employees to gather data. The study will examine the various types of task conflicts that arise in teams and how they are managed and resolved. It will also investigate the impact of effective task conflict management on team performance and organizational outcomes. The findings of this research will provide insights for team managers on the importance of task conflict management in achieving better team performance and organizational success.

Introduction

Task conflict, or conflict that arises from differences in viewpoints and ideas related to the task or job at hand, is a common phenomenon in teams and organizations. While task conflict can lead to negative outcomes, such as reduced communication and cooperation, it can also generate positive outcomes, such as improved decision-making and creativity. Therefore, effective task conflict management is crucial to achieve better team performance and organizational outcomes.

There is limited research on effective task conflict management, particularly in the context of teams and organizations. This study aims to fill this gap by exploring the various types of task conflicts that arise in teams, the factors that contribute to effective task conflict management, and the impact of effective task conflict management on team performance and organizational outcomes.

Methods

The study will utilize a qualitative research method, specifically semi-structured interviews with team managers and employees. The interview questions will be designed to explore the various types of task conflicts that arise in teams, the strategies and factors that contribute to effective task conflict management, and the impact of effective task conflict management on team performance and organizational outcomes.

The sample size for this study will consist of 20 team managers and 50 employees from various organizations and industries. The participants will be selected based on their experience with task conflicts in teams and their role in managing or experiencing task conflicts.

Results

The study's findings will provide insights into the various types of task conflicts that arise in teams, the strategies and factors that contribute to effective task conflict management, and the impact of effective task conflict management on team performance and organizational outcomes. The study is expected to reveal that effective task conflict management leads to better team performance and organizational outcomes by facilitating communication, creativity, and decision-making.

Discussion

The study's findings are expected to demonstrate that task conflicts can be beneficial if managed effectively. Effective task conflict management can facilitate communication and collaboration, promote creativity and innovation, and improve decision-making in teams. The study will highlight the importance of encouraging healthy task conflicts while preventing destructive conflicts that can lead to negative outcomes.

The study will also emphasize the role of team managers in promoting effective task conflict management. Team managers should encourage open communication, provide a safe environment for employees to express their opinions, and facilitate conflict resolution in teams.

In conclusion, the study's findings will provide valuable insights into the importance of effective task conflict management in achieving better team performance and organizational outcomes. The study will highlight the need for team managers to encourage healthy task conflicts while preventing destructive conflicts to improve team performance and organizational success.

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