

## HUMAN RESOURCES PROFESSIONALS WORK ON HANDLING CONFLICTS



A study took place, which included a little over 350 human resource professionals who are currently working in the Human Resources field. The study showed that nearly 98% of these professionals have had to deal with conflicts in their place of work.

There are several causes for conflict in the workplace. Some of these causes of conflict include clashes in personality, dishonesty, stress, and mixed values.

Many different people have different opinions, values, and views so there is always the possibility of some sort of conflict occurring at the workplace.

Workplaces with the most conflict tend to have the overall problems. Employees of these companies often use up more sick time and waste time on the conflict, that could be used in other productive ways for the company.

When the conflicts in the office are handled correctly, most employees will notice positive results. When all employees work together on the conflict and find an actual resolution for the problem, they tend to learn how to work better together. This helps the employees to work on other types of problem solving issues and it also keeps employees motivated to continue to work. Resolving conflict also helps the employees reach a mutual understanding of one another and their own person values.

The Employee Development Systems Incorporation has created a tool that can be used to help employees deal with certain conflicts that may arise while they are at work. This tool is referred to as the Dealing with Conflict Instrument. The instrument only takes about fifteen minutes to use. What the instrument does is helps users understand the conflict at hands, collaborate with one another, and ultimately reach an agreement and resolution to the conflict.

There are several elements that are most important for collaborating with co-workers and working most efficiently. The Dealing with Conflict instrument helps to distinguish these elements so that users understand ways to get rid of the conflict and increase productivity. The instrument also helps its entire users figure out how to collaborate with all of the members of the company, which will result in a positive outcome.

The Employee Development Systems Incorporation is located in Colorado and was first established in 1979. The company provides professional employment development and leadership courses for companies to use. The company offers services to some top companies as well as smaller businesses and companies too.

The main goal of The Employment Development Systems Incorporation is to help employees for companies work more efficiently together. The tools that this company provides to other companies will help them with their productivity and will also help employees build a certain level of trust for their co-workers and the company they work for.