

GST 222

Peace & Conflict

14/08/2023
Dr. Atinloye Omu
Omotayo

Birthday
CELEBRATION
Many Happy Returns
SAT. 29TH OF JULY, 2023

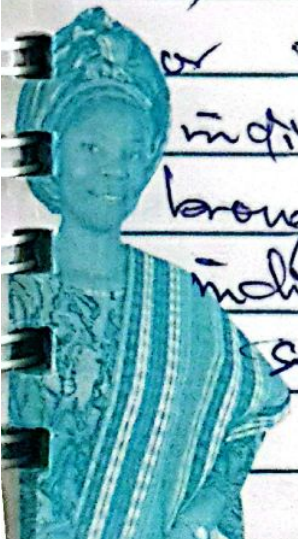
Peace is divided into
1) The realistic framework
2) The process framework.

1) Realistic framework:

The process of peace on the other hand is seen as a process involving activities that are directly or indirectly lead to increasing development or reducing conflicts both within a specific society.

Peace can be define as a perceived equilibrium between a desired and the obtaining state in a environmental, economic, religious, social, political, or physiological condition of an individual or a group that is brought by the direct or indirect thought and actions of the stakeholders.

This state of equilibrium



Promotes development & reduces conflicts.

Peace can be both inter personal or intra personal.

Intra is peace from inside within oneself, while inter is between two people or more.

In peace there is mediator and Arbitrator.

A lack of peace brings conflict.

Conflict is defined as a state of unrest where people feels that they don't have the capacity or not safe in that community no more.

2 Types of Conflicts.

- 1) Task Conflicts
- 2) Relationship Conflicts

1) Task: This results from disagreement in the method, procedure & techniques of doing a task

2) Relationship: This comes up from inter personal, inter-ethnics, inter-religion, & international conflicts.

There are inter personal conflicts & intra personal conflicts.

There are theories that guides the inter personal conflicts.

1) Competition theory of work place conflict (rubber cave experiment of Sherrif, harvey, hood, 1961) The theory posit that inter personal conflicts result from competition of individual or groups for value reward or resources. Since such reward & resources are often scarce, the behaviour of one individual or group usually interferes which blocks the request of the others.

2) The Conversation of Resources theory

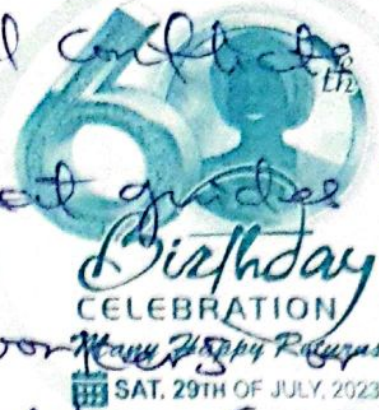
3) The Cognitive theory of interpersonal conflicts

Causes of Conflicts:

1) Historical factors (History of what happen between particular people in the past).

2) Socio economic factors

3) Ethno-Cultural factors (Ethnicity & culture)



- 4) Religious factors
- 5) Political factors
- 6) Social factors
- 7) Cognitive factors



Library of Congress A 112 Alphabet

18411

- 3) ALA list of subject headings 1895
- 4) Medical subject headings (MESH).

GST 222 | 20/08/2023

A religious aspect of peace & conflict,
Prof Awoniji from PAC

* Religion as a discipline is difficult to define, because it is a relative concept (it has different perspective). It depends on individual personal experience.

* God is ultimate reality. He reveals matters to us in different ways.

There are 3 things that cannot be neglected in religion.

- 1) ~~worship~~ object of ~~sub~~ worship
- 2) subject of worship

Courtesy: Ayodele Oguntubo's Grandchildren.

3) Ideas of Salvation

1) Peace: Peace is a state of harmony, unity, peace of mind.

2) If there is peace, there will be understanding & unity.

3) Conflict: it is a state of unrest.

4) Religion has definition according to.

1) Religion is the soul of the society.

2) Religion plays a vital role in human being. Conflict in relation to different, there are different types of conflicts.

↳ Intra conflicts

↳ Inter conflicts

Functions of religion.

- 1) It performs ethical orientation
- 2) It serves as unity force
- 3) It guides

Negative functions of religion.

- 1) Religion is perversive
- 2)

Causes of religion conflicts.

- 1) Lack of religion tolerance
- 2)

~~1) Divergence~~
2) Divergence

- 2) Religion particularism
- 3) ~~Parochial~~ Interpretation of the scripture
↳ (Narrowly way)
- 4) Manipulation of religion
- 5) ~~Religion~~ playing down another religion in favour of your own.
- 6) Religion Manoeuvres
- 7) Remembrance of religion prime over
- 8) Divergent the spirit of the scripture -
Selection to religion conflicts.
- 1) There should be dialogue between
Polarize or ~~more~~ or more religion.
- 2) Tolerance
- 3) Education

LIS 210 / 24/08/2023

25
E) Therapy Evelyn B. Kiss - 01/11/2023
CST 222 | 29/08/2023

Organization Conflicts / Industrial Conflicts

Not all conflicts are negative, there are some conflicts that bring development & innovation.

According to (Thomas 1996), defined Conflict is the process which begins when one party perceives that the other party has frustrated some concern of his.

When there is a conflict b/w employee & employer, they will take the case to a special court (Industrial Court).

Types of Conflicts:

1) Goal conflicts: It occurs when a person or a group desires a different goal from the goals of others and ~~does~~ ^{thus} produces clash over whose goal should be pursued.

2) Affective Conflicts: This occurs when feelings or attitudes of a person or group are in comparable with others feeling or attitude.

3) Cognitive Conflict: It occurs when a person or group hold inconsistent ideas with others.

4) Behavioural Conflicts: It occurs when a person or group acts or behaves in an unacceptable manner to others.

Conflict can also occur at various levels, causes of conflicts in an organization.

Miles (1980) discovered that organization status inconsistency on common resources & different performance criteria and reward system are major conflicts contributing factors.

Generally, industrial conflicts has to do with economic reason.

In Nigeria, wage/salary recommended by Udoji Commission in 1974 & Adedokun Commission of 1970/1971, they all triggered massive industrial strike. Workers in some industries had to go on strike before their employers pays their new minimum wage range.

Summarily, Okogwu (1983), now distinguish btw underline causes & overt causes of industrial conflicts.

Overt Causes: This are factors we openly perceive which influence labour unrest e.g. Wage differentials, human relations, Faulty Communication, redundancy, retrenchment, breach of agreement, Particular labour agreement.

Courtesy: Ayodele Oguntubo's Grandchildren.

Underline Causes

These are factors which we cannot openly see their implicit & inferred. e.g. Bad social condition, including poor feeding, poor housing/accommodation. Moral indignation, fatigue, frustration at workplace, feeling of inferiority of workers position & feeling of powerlessness. Task interdependent, limited resources.

Sequential Reciprocal interdependent.

Sequential interdependence is the one that arises when one individual task or work unit is nearly dependent on another one.

Reciprocal interdependence is in which individual or a unit they are mutually interdependent. e.g. ~~in~~ ~~an~~ ~~agent~~ want engineers to provide details specification so that they can negotiate lower cost or the suppliers.

Conflict resolution

There are 2 machinery for conflict resolution which are: Voluntary & statutory machinery.

Voluntary machinery:

Statutory resolution: in collective bargaining.

~~conditions of work~~

Informal & Formal industrial conflict

Formal industrial conflicts refers to organised

expression of industrial conflicts articulated through trade union (IUC & M.G). The purpose of formal industrial conflict is strategic unlike informal conflicts which are inexpressible. Formal conflicts are workers who have no feelings or personal involvement regarding the issue at stake in dispute.

Features of formal industrial conflicts.

one major feature of formal industrial conflict is STRIKE.

STRIKE

Strike is a form of individual action involving the withdrawal of labour such as to constitute a temporary breach of the employment contract. They are also used as a method of social or political protest aimed at influencing government or state policy.

Types of strike

1) Sit down strike: when workers stop working but do not leave their working place

2) Sympathy strike: by one union to sympathize with another union who is on strike.

- 3) workout strike: when workers leaves their
- 4) Secondary strike: it takes place when workers stop working to try to arm twist employer to stop doing business with another employer that is involve in labour dispute
- 5) Jurisdictional strike: is a type of strike in which rival union claiming the exclusive right to do a certain work.

LIS 210 | 31/08/2023

LIS 204 | 04/09/2023

Serial Managements.

Collection development policy: It is a process

Using A4 Paper.

GST 222 | 12/09/2023

Sport

What is Sport? Sport is an activity involving physical exertion and skills in which an individual or team competes against one another for fun and enjoyment, which is government by formal rules of Code of Conduct.

Types of sports.

We have four types of sports;

* Team sport is coming together of 2 or more player for joint task. E.g. Soccer, Hockey, Rugby. etc.

* Individual sport is opposite of team sport. in which an individual accomplish the task alone and the reward belongs to him.

In other word, an individual sport is a type of sport in which a player or athlete compete against another player. e.g. Gymnastics, Tennis

* Contact sport is a type of sport in which a player is allowed to have a body contact with the opponent without being penalize. e.g. Soccer, rugby, handball, basketball

* Non Contact sport is a type of sport in which a player or players are not permitted to have any body contact with the opponent.

And IF they do, they will be performing very well in Volleyball, Tennis, Swimming.

Benefit of Sports.

1) Its mental benefit: It enhances mental capability of an individual. It influences perfect ones mental health.

2) Social benefit: It's the ability of an individual to have a good interpersonal relationship with others, and also conform with the rules & regulations (Norms) of his immediate environment.

3) Emotional benefit: It's the ability to control his/her emotions / feelings.

4) Physical benefit: Sports gives physical fitness to an individual.

Physical fitness is a ability of an individual to partake in daily activities without fatigue or tiredness and such person still has a reserved energy for emergency.

① Health related Physical fitness

② Performance related " "

Roles & Functions of Sport
in the society.

1) Social-emotional function: Sport has



the capacity for the safe and effective needs of reducing tension, aggression & frustration but promotes self-esteem, self-efficacy & self-confidence.

2) Socialization function: Sport provides the participant with model behaviour needed in a society - e.g. personality development, honesty, obedient, patriotism.

3) Integrative function: Sport has a potential to harmonize different members of the society into a distinct unit.

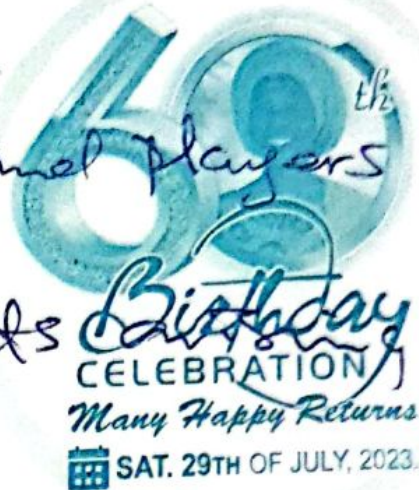
4) Political function: Sport can be used as political means of sanctioning another country when there is a displeasure over the action on other.

5) Socio-mobility function: Excellence performance in sport can be a source of upward mobility to an athlete.

Factors responsible for conflicts in Sport.

- 1) Delay in decision making by the referee
- 2) Escalation by mass media
- 3) Drug abuse among player & spectators
- 4) Lack of knowledge of the game.
- 5) Unsportsmanlike spirit (spirit that does not accept losing in good fate)

- 6) Sentiment by Spectators
 - 7) Hostility between team and players
 - 8) poor officiating.
- Consequence of conflicts
from sport



- 1) Lose of life
- 2) Injury to players, Spectators or officials
- 3) Damage to Properties.

Solution to Crisis in Sport

1) Alcohol & drug sellers should not be encouraged or allowed in any sporting venue.

2) Spectators & Players should be taught the knowledge of the game.

3) Mass media should be controlled

4) Officials should be just.

5) Security personnel should be enough

6) Sportmanship behaviour should represent sportmanship behaviour.

Inadequate of funds
Low quality paper.

GST 222

19/09/2023

Conflict resolution. Dr

Meaning of conflict & possible ways which we can resolve conflicts

Dr. Aleshin
Psychology Dept.

Conflict is natural universal occurrence that is inevitable. It can happen anywhere at anytime.

It is a dispute btw individual or a group of people, usually having underlying issue. It occurs as a result of different opinion, idea, perspective, values.

When there is lack of honesty & truthfulness, especially in a place of work, it will also lead to conflicts amongst workers.

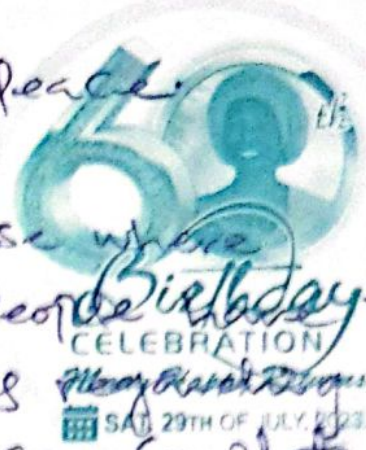
Counter productivity work behaviour is when you start working against productivity or advancement of an organization; and when this happens, there will be conflict.

Without the experience of conflicts

15-
You cannot appreciate peace.

Types of Conflicts.

1) Task Conflicts: They arise when individuals or a group of people ^{have} to coordinate among themselves to complete a task, so everyone involved can complete the task in question. Conflict arises when an individual ~~has~~ to finish a task before another can do their part.



2) Competition Conflicts: This conflict arises when strong parties have to work together. Competition usually comes in when individuals who insist on winning often have the need to feel right. This conflict can be difficult to resolve since it is not sometimes possible for both parties to feel as if they ~~are one~~ have won. Hence, competition conflict requires a 3rd party to give an ultimatum or give ultimate decision.

3) Value Conflicts: This conflict arises when individual ~~has~~ or group have different perspectives of moral or value that comes into play in a particular situation. Hence, values are very subjective since it has a basis on how individual feels about another.

Courtesy: Ayodele Oguntubo's Grandchildren.

4) Leadership Conflicts: different leadership style can impact an individual in diff. way. Some leaders follow a bold approach, they are daring, democratic, rational, while some are ^{pragmatic} ~~logical~~ in their approach.

5) Personality Conflict: (characteristics that distinguish you from others) e.g. Introvert, Extrovert. If there is different in personality trait, there will certainly be conflict.

6) Aggression

