

Conflicts Resolution

Student's name

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Conflict can be defined as a disagreement between two or more parties. It is a part of human life and can exist at home, work, school etc. Therefore, to effectively solve the conflicts an arbitrator or third party must be totally neutral and has full comprehension of the differences between parties in disagreement. This paper analyzes various ways of solving conflicts, conflict theories, and leader's role in the conflict resolution. The essay is focused on the Marx's and Weber's conflict theories and the conflict will be described through the prospective of the abovementioned theories, which can be regarded as overarching. The fundamental methods of resolving conflicts involve withdrawal, smoothing, forcing, compromise, and collaboration.

Karl Marx was the first who decided to classify the conflicts and presented conflict theories. He believed that there is two main social class such as subject and the ruling class. According to Coy (2011), the ruling class develops its power from ownership and controls other production forces. They oppress the subject class through exploitation; as a result, a conflict of interest will always exist between the two parties. Marx asserted that the political and legal systems of the societies are tools of the ruling class supremacy; thus serve to further their interests. Marx purported that the ancient society, primitive communism, capitalist society, and feudal society were the main epochs upon which Western society established.

Primitive communism represents the cultures of the prehistoric periods, and it gives the example of the classless society. From the two major classes exist in all the societies that are slaves and master as in ancient societies, serfs, and lords as in feudal society, and the capitalist society consisted of wage laborers and capitalists.

According to Weber (2013), the class is perceived regarding the economic viewpoint. He claims that classes establish in the market economy whereby each person competes for the financial gain. He defines a class as a set of persons sharing a similar place in the market

economy, and as a result, they get a same economic reward. Therefore, individuals sharing same class conditions also share similar chances in life. Their financial position defines their chances of getting good things from the society. Thus, classing is based on the individuals who own major production forces and those who do not have anything. Weber distinguished the class grouping in the capitalist society as a manual working class, possessions less white-collar workforces, petty bourgeoisie, and propertied upper class (Weber, 2013).

Conflict theory is the most associated with Karl Marx. However, a reaction to the positivist and functionalism criteria may be linked to other standpoints theories such as critical, postmodern, postcolonial, race conflict approach, query theory, feminist theory, etc.

One of the forms of critical theory is the theory of change. The change theory is a belief on how the change occurs, thereby explaining how and why particular actions will yield required variations in a given context within a timeframe. It encourages creative and critical thinking in solving conflicts. In brief, it asserts that when we take an N action, then the result will move towards the targeted M result.

In conflict resolution, the theory of change will utilize the need for change. It means that it tries to explain as to why the chosen course of action is better than others. The assumptions that are utilized help in the identification of existing gaps, and the needs that are missing in the path to resolving the conflict. Therefore, the additional methods could be built-in so as to reach the primary goal.

There are various ways of resolving conflicts such as alternative dispute resolution and lawsuit process. The ADR also was known as alternative dispute resolution are the best methods of resolving conflicts since it takes care of interests of the parties in conflict. On the other hand, lawsuit process is time-consuming and expensive. Furthermore, it acts within facts that may not

be real; thus, the interests of the parties may not be considered. According to Deffains et al. (2017), the main types of ADR entail negotiation, mediation, arbitration, conciliation, and research based on facts.

To sum up, the inescapable fact that conflict exists everywhere in people's lives. It would be necessary to be neutral and understand all the relevant information required for conflict resolution such as understanding the concepts of the theory of change and conflicts theory in order to help negotiate disagreements. These skills would form a basis for resolving the conflict since they provide a foundation for understanding the participants.

References

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