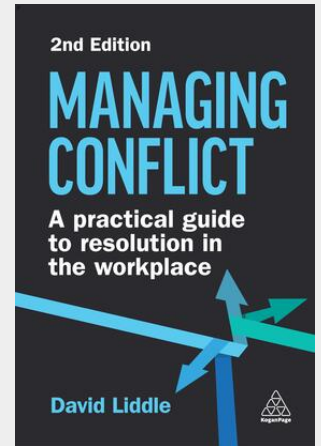


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Managing Conflict

A Practical Guide to Resolution in the Workplace

Whether it's a disagreement between colleagues, a dispute with management or large-scale industrial action, conflict at work is a perennial problem for organizations, their people and profits. The second edition of *Managing Conflict* shows HR professionals how to tackle these problems by not only resolving current issues, but also preventing future instances of conflict. It includes the latest research and case studies showing how conflict management has been impacted by hybrid working models and digitalization. There are also updates to reflect how resolution is a driver of trust in organizations, enabling people to disagree more constructively in a safe environment. This book covers the causes and costs of conflict, the impact of the psychological contract and the legal framework for managing workplace disputes both in the UK and internationally. It shows how to design a conflict management strategy, develop a formal resolution process and engage stakeholders and training managers in resolution and mediation skills. Packed with best practice examples from organizations such as Tesco, Burberry and Nationwide Building Society as well as conflict resolution resources and toolkits, this book is essential reading for all HR professionals looking to resolve conflict in the workplace.



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