

Conflict Management and Decision Making Styles in College Management

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The present study aimed at discerning the relationship between conflict management and decision making styles in the college principals. The sample of the study comprised 100 principals of private and public sector degree colleges of Sargodha with an age range of 35-58 years. Measures used were Conflict Management Inventory (Anis-ul-Haque, 2003) and General Decision Making Style Questionnaire (Scott & Bruce, 1995). Multiple regression analyses revealed that integrative conflict management style was the significant predictor of rational decision making style. Dominating and avoidant conflict management styles turned out to be the positive predictors of avoidant decision making style. Dominating conflict management style also predicted intuitive and spontaneous decision making styles in positive direction. Finally, compromising conflict management style predicted spontaneous decision making style in negative direction. Limitations of the current study and suggestions for future empirical endeavors have also been discussed.

Key words: Decision making styles, conflict management styles, avoidant, intuitive, spontaneous