

© Kamla-Raj 2014
PRINT: ISSN 0972-0073 ONLINE: ISSN 2456-6802

Anthropologist, 18(2): 477-489 (2014)
DOI: 10.31901/24566802.2014/18.02.23

Conflict Management Strategies of Lecturers and Administrators Working in the Physical Training and Sports Academy (PTSA)

Pinar Yengin Sarpkaya

*Adnan Minderes University, Faculty of Education, Educational Sciences Department,
09100, Aydin, Turkey*

Telephone: +902562142023, E-mail: pinar@sarpkaya.net

KEYWORDS Conflict Solving. Avoiding, Obliging, Compromising, Integrating, Competition.

ABSTRACT The aim of this research is to determine organizational conflicts, conflict management strategies of administrators and lecturers. It also includes the reasons and the effects of these conflicts. This research is designed as a multiple case study and as a qualitative research method which made use of a semi-structure interview technique. The study group of this research is made up of 43 participants working in four different sports academies. In addition, the data was analyzed by N-Vivo. Lecturers perceive explanation as a conflict management strategy, claiming that in conflicting situations they insist on their ideas and in case of failure, they appeal to the authority. They prefer competition first, then avoiding, obliging, compromising and integrating sequentially. Moreover, between lecturers who are administrators and those who are not, there exists a remarkable difference among their emphasis on the strategies they use. It can be suggested to both administrators and lecturers to improve their conflict management abilities.