**Title of Article:** Effective Communication: A Strategic Tool for managing Organizational Conflict. *Forwarded by Prof. Idowu Sobowale.*

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**Abstract**

The study examined the role of effective communication as a strategic tool for managing organizational conflict. The objectives of the paper amongst others are to: (i) Established whether there is any significant impact of effective communication in managing organizational conflict; and (ii) Ascertained whether the communication skill of the manager or the communicator is vital in managing organizational conflict. This paper uses survey method with structured questionnaires distributed between two multinational organizations in Lagos, Nigeria and three hypotheses that were later tested with appropriate test statistics. Finding shows that effective communication is vital in reducing organizational conflicts and that the communication skill of the communicator is crucial in managing organizational conflict amongst others. The paper recommends the need for organizations to properly communicate their goals and objectives to staff that will help in actualizing their vision; it believes that organizations must endeavor to reduce communication barriers, create good rapport between management and staff; and that organizations must constantly promote upward communication within the system as a way of facilitating feedback information, amongst others.

**Keywords:** Effectiveness; Communication; Manage; Organizational; Conflict.