

GST222 - Peace Studies and Conflict Resolution (2 Units)

The concept of conflict: Definitions, Constructive and Destructive angles to understand conflict. The causes of conflict: Contradicting value systems, Competition for scarce resources, Psychological needs of people, Perception (self, others, circumstances, interests), Manipulations of information. Conflict Handling Styles: Avoidance, Confrontation, Role-Playing, Third-Party decision-making, Joint-Problem Solving, Compromising. The life angle of conflict: From Organization-transformation. The concept of peace: Definition of concept; Peace-making, Peace-keeping. Power and conflict: Types of power - Expert power, Referent power, Legitimate power, Reward power, Coercive power.