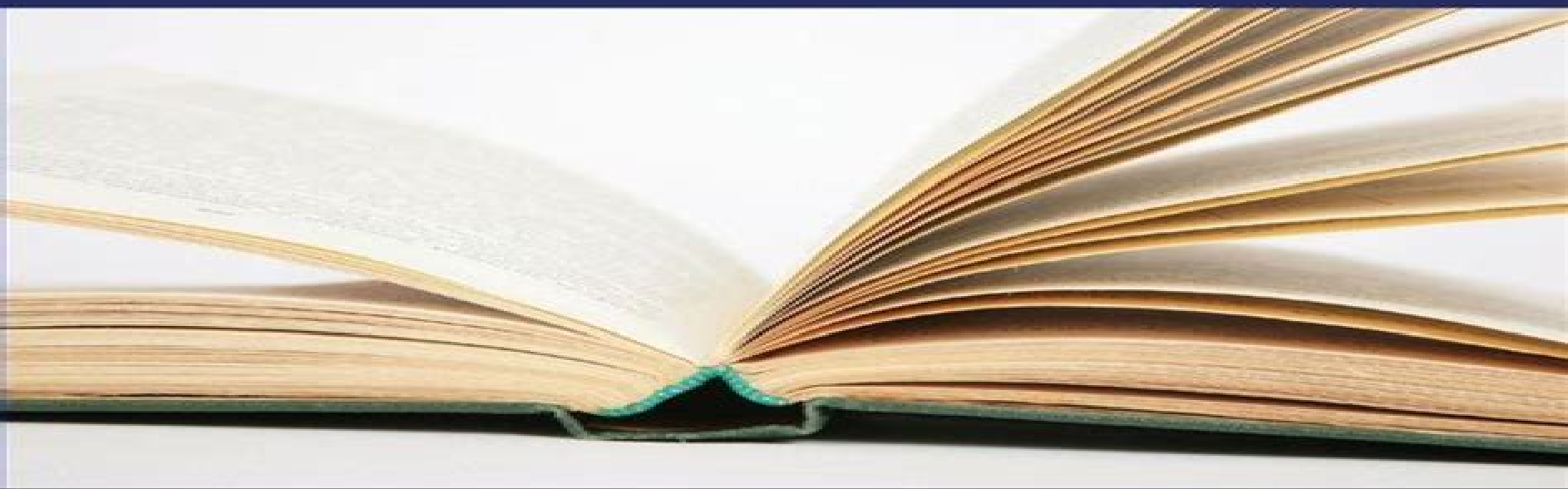




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Workplace conflicts and their effects on the performance of teachers



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Workplace Conflicts Effects Performance Teachers

Rosina Ehmann



Workplace Conflicts Effects Performance Teachers:

Workplace Conflicts and Their Effects on the Performance of Teachers Mwangi Mary, Kotut Sharon, Nderitu Rose, 2015-12-03 Workplace conflict is part of an organization that cannot be wished away because the human capital is heterogeneous in nature. However, if not well managed, it affects the employee performance. Despite being born and brought up in a society where, like other communities world wide, Mary the author and Sharon and Rose her co authors who are all PhD students in Kenyan Universities and all trained teachers in their bachelors degree have developed a keen interest on how the presence of conflict whose effect is greatly ignored especially in the workplace has had a great influence on the employee performance and especially on the teacher who in the Kenyan setting has always been on and off work as a result of unending industrial unrest and this has spilled down to various types of workplace conflicts that generally negatively have an effect on the teacher performance in Secondary schools in Nyeri central District a sub district in the Great Nyeri County IN Kenya

The Interplay of Stress, Health, and Well-being: Unraveling the Psychological and Physiological Processes - volume II Edgar Galindo, Adelinda Araujo Candeias, Mariola Bidzan, Konrad Reschke, Marcus Stueck, 2025-05-13 This Research Topic is the second volume of Research Topic The Interplay of Stress Health and Well being Unraveling the Psychological and Physiological Processes. Please see the first volume here. This Research Topic explores the intricate relationship between stress health and well being with a focus on the underlying psychological and physiological processes involved. The aim is to shed light on the complex interplay between these factors and provide insights into potential interventions and strategies for promoting optimal mental and physical well being. It encompasses both theoretical perspectives and empirical research emphasizing the need for interdisciplinary collaboration and a comprehensive understanding of stress health and well being.

The Impact of Chronic Stress on Physical Health Examining the physiological processes through which chronic stress contributes to physical health problems such as cardiovascular diseases, immune dysregulation and metabolic disorders. Investigating the role of stress related behaviors e.g. poor sleep, unhealthy eating habits, sedentary lifestyle in mediating the relationship between stress and physical health outcomes. Discussing potential interventions and preventive measures to mitigate the adverse effects of chronic stress on physical well being.

Psychological Resilience and Mental Health Analyzing the protective role of psychological resilience in buffering the negative impact of stress on mental health outcomes. Exploring the factors that contribute to the development and enhancement of resilience such as positive emotions, cognitive flexibility and social support networks. Evaluating evidence based interventions and strategies aimed at promoting resilience and fostering mental well being in the face of stressors.

Stress Well being and Positive Psychology Investigating the relationship between stress and subjective well being considering both hedonic well being e.g. life satisfaction, positive emotions and eudaimonic well being e.g. sense of purpose, personal growth. Exploring the role of positive psychology interventions e.g. gratitude exercises, mindfulness practices in enhancing well being and resilience even in the presence of stress. Examining

the potential long term benefits of cultivating well being as a protective factor against stress related health problems The Role of Social Support and Community Highlighting the importance of social support systems in moderating the effects of stress on health and well being Investigating the impact of social isolation and loneliness on stress related health outcomes and well being Exploring community based interventions and initiatives that promote social connectedness and resilience in the face of stress Individual Differences and Contextual Factors Examining the influence of individual differences e g personality traits genetic predispositions and contextual factors e g socioeconomic status cultural norms on the stress health well being relationship Considering how these factors interact and shape individuals responses to stress and their subsequent health and well being outcomes Discussing implications for personalized interventions and targeted approaches in stress management and well being enhancement By investigating the psychological and physiological processes underlying the stress health well being relationship this Research Topic aims to contribute to a comprehensive understanding of these complex interactions Ultimately it provides a basis for developing effective interventions and strategies to promote optimal health well being and resilience in the face of stressors

Resources in Education ,1993 The Principals Thomas J. Sergiovanni,2001 This book addresses the concepts values principles and practices of the principalship Its five major themes are as follows 1 toward a new theory 2 providing leadership 3 building community 4 the development of human resources and 5 the moral dimension Chapter titles reflect its contents 1 Views of the Principal s Job 2 The Limits of Traditional Management Theory 3 A New Theory for the Principals 4 The School as a Moral Community 5 The Forces of Leadership and the Culture of Schools 6 The Stages of Leadership A Developmental View 7 Becoming a Community of Leaders 8 Characteristics of Successful Schools 9 Becoming a Community of Mind 10 Layered Standards Holistic Assessment 11 Teaching Learning and Community 12 Teacher Development and Supervision 13 Motivation Commitment and the Teacher s Workplace 14 The Change Process and 15 Administering as a Moral Craft Following each chapter are references Throughout the book are a number of tables charts rubrics inventories and questionnaires Their purpose is to help raise and clarify issues stimulate thought encourage reflection and provide a basis for discussion of concepts and ideas Contains a subject index

WFA **Assessing the Impact of Technology in Teaching and Learning** Jerome Johnston,Linda Toms Barker,2002 **National Forum of Teacher Education Journal** ,1997 *Impact of Gender, Organizational Role, and Multicultural Status on Conflict Resolution Style Preference* Jennifer Lea Holt,2000 This research involved primarily a meta analysis of conflict resolution research derived from Blake and Mouton s 1964 dual concerns theory Secondly focus group research assessed the field validity of the results Dual concerns theory postulates that organizational conflict involves balancing the desire to obtain one s own goals concern for production versus the desire to retain interpersonal relationships concern for people By placing the two aspects on an axis called the managerial grid Blake and Mouton mapped out five styles of managing conflict forcing avoiding accommodating compromising and problem solving Numerous studies validate the central

ideas of the theory respondents rank styles of resolving conflict depending upon the degree of concern for retaining relationships versus the degree of concern for meeting goals. However, there is great disparity among study results. In this study, meta-analytic techniques were used to provide a clearer overall picture of conflict resolution rankings. Analyses were conducted of published and unpublished research results with statistical measures of conflict resolution style preferences focusing on the variables of worker minority status including ethnicity, gender, and foreign national and organizational role status of referent group including superior, subordinate, and peer. The results of the meta-analyses were:

1. **Ethnicity and foreign national:** insufficient studies for overall meta-analysis. Tentative results using one instrument showed Asian ethnicities highest on avoiding, Middle Easterners highest on compromising, Hispanic Americans highest on accommodating, African Americans lowest on avoiding, and European Americans highest on problem solving.
2. **Gender:** meta-analysis indicated females were significantly more likely to use accommodating and compromising, while males significantly preferred forcing.
3. **Organizational role:** meta-analysis indicated respondents used avoiding significantly more with peers than with subordinates, and compromising style less with subordinates than superiors.

Focus group results corroborated the results in general, but there was strong consensus about the need to regard each individual as a unique combination of many influences. Further research is needed, particularly on multicultural status, however, due to the tendency for pertinent studies to favor more inclusive conflict resolution instruments than those utilized for the purposes of this research, other means of overall analysis should be considered.

Sociological Abstracts Leo P. Chall, 1998 *ILR Reprint Series*, 1990 Industrial and Labor Relations Review, 1990 *Educational and Psychological Perspectives on Stress in Students, Teachers, and Parents* Beeman N. Phillips, 1993 *The Leadership Quarterly*, 2000 **International Journal of Educational Reform**, 1992 Conflict and Diversity Claire Damken Brown, Charlotte C. Snedeker, Beate Sykes, 1997. This work provides insight into managing different aspects of organizational diversity concerns. Its chapters address different facets of workplace conflicts and help the reader to understand and deal with diversity-related barriers.

Resources in Education, 1997 **Strategies for Teaching Students with Learning and Behavior Problems** Candace S. Bos, Sharon Vaughn, 1991 *EUDISED European Educational Research Yearbook 1997/98*, 1999 Instructors Resource Manual Stephen Kosslyn, Robin Rosenberg, 2002-06
Choice, 1991 **Otto E. Miller, Plaintiff-Respondent, Against Fred W. Smythe, Defendant-Appellant**,

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