

ABSTRACT

The current study was conducted to investigate the psychological outcomes of conflict management styles among employees of different food companies. The sample comprised 300 employees, among those 150 were male and 150 were female and the age range of participants was 25 to 60 years with ($M= 36.87$, $SD=9.95$). The Dutch Test for Conflict Handling (De Dreu & Arne Evers 2001), Psychological Well-being Scale (Revised version) (Ryff 2014) and Work Place Social Self-efficacy Scale (Fan, Robert & Islam 2014) were used and the reliability of these scales was found satisfactory. The results indicated that conflict management styles and psychological outcomes were positively and weakly correlated. Furthermore, conflict management styles were significant weak predictors of psychological outcomes. Besides of these, self-efficacy was not mediate between psychological outcomes and conflict management styles. Additionally, significant effects of gender were found on the problem solving style, whereas significant effects of age were found on obliging style. The results of the study also indicated that females use more problem solving style to manage conflict and middle age male use obliging style to manage conflict. The study will have its implications that it would be beneficial for different industries and organizations.

Keywords obliging style, compromising style, problem solving style, psychological wellbeing and self-efficacy