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ABSTRACT

Keywords: *Academic Staff, Conflict Management styles, Delhi NCR, Mental Health, Organizational Climate.*

The aim of the present research was an effort in the direction of understanding conflict management styles, organizational climate, and mental health among the academic staff working in public and private universities of Delhi NCR. The participants in the present study was taken from the population of academic staff working in public and private universities of Delhi NCR. A total of 304 respondent were included in the present study.

Standardised measurement scales were used for data collection from the participants. Five conflict management styles based on Afzalur Rahim's model, organizational climate total and its four dimensions, mental health total and its four subscales were the dependent variable that were measured in the study. The findings showed that academic staff either working in public universities or in private universities endorse similar style of managing conflict. The results also revealed that academic staff who were holding a senior ranks such as professors, were more cooperating and accommodating than lower ranks academic staff. From the findings of organizational climate, it can be concluded that academic staff of both public and private universities perceived the organizational climate favourable, and both the group were alike. Similarly, with respects to the academic rank, all the three ranks that is assistant professor and associate professor and professor perceived analogous the organizational climate. On mental health, overall findings showed that academic staff considers themselves as mentally healthy. However, the current study does not proclaim about the overall mental health status of the academic staff because the inventory used for assessing mental health was not of therapeutic in nature, it is devised for general population. It is also concluded that university type where academic staff were employed as well as their rank are the essential components in preserving the mental health of an academic staff. Also, it can be said that senior academic staff were having slightly better mental health in comparison to those who holds lower designations.

Additionally, positive association between integrating style of conflict and organizational climate as well as with mental health, and negative association between dominating style of conflict with organizational climate and mental health respectively could beautifully portray the image of wisdom, maturity, as well as accountability of the academic staff.

Despite certain limitations of the present study, it can be said that by adopting the right kind of conflict management strategies by the academic staff can successfully achieve a favourable organizational climate perception and could help to stay mentally healthy.