CHAPTER I
INTRODUCTION

1.1 Background of Study

A literary work is a piece of written or vocal expression created with artistic aim that encompasses numerous literary genres such as novels, plays, poetry, essays, and short tales. It is a creative and imaginative enterprise that uses language and literary strategies to transmit ideas, feelings, and experiences, with the goal of eliciting intellectual and emotional reactions from its audience. Literary works frequently investigate complicated topics, people, and situations, providing insights into the human condition while also reflecting the cultural, historical, and social circumstances in which they are formed. That are literary works with artistic elements such as style, structure, symbolism, and figurative language that engage readers or listeners in a thorough investigation of the human experience. Esten (1978) said that literature can be employed as a means of artistic and imaginative expression as a representation of human life (and social life) through language as a medium that has a beneficial influence on human life. There are two types of literary work, non-fiction and fiction.

In literature, nonfiction refers to work that conveys true facts and happenings. It is about real people, real locations, and real events, and it attempts to present truthful and impartial portrayals of reality. Nonfiction literature includes essays, biographies, memoirs, autobiographies, historical texts, scientific writings, journalistic works, and other genres.

Non-fiction, as opposed to fiction, which includes the creation of imagined characters, locations, and narratives, focuses on reality and tries to teach, inform, or investigate real-life themes. Nonfiction authors undertake research, collect data, and

convey their results in a logical and accurate manner. They may provide analysis, personal views, or interpretations of the subject matter, but their work is based on facts and verified data.

Nonfiction literature is an excellent resource for learning, comprehending historical events, investigating scientific discoveries, and diving into many areas of human existence. It allows readers to interact with real-life subjects while also broadening their awareness of the world.

In literature, fiction is a type of storytelling that incorporates imagined or fabricated storylines, characters, and events. It is the polar opposite of nonfiction, which deals with true or true-life stories. Authors of fiction use their ingenuity and imagination to create stories, frequently pulling inspiration from real-life experiences, historical events, or their own views and ideas.

Fictional stories often involve fictional characters that go through problems, character development, and plotlines. Authors aim to create a sense of immersion and make readers emotionally immersed in the tale by using descriptive language, evocative surroundings, and realistic dialogue.

While fiction is not based on true events, it frequently reflects and comments on the human condition, social concerns, and universal themes, allowing readers to acquire insights, explore other viewpoints, and connect with the characters. For ages, fictional literature has been an important component of human civilization, serving as both amusement and a method of exploring and comprehending the intricacies of the world we live in. Some examples of literary work are novels, drama, poems, songs, movies, etc.

Movie is a type of storytelling delivered through a visual medium, often characterized by moving visuals and synced sound. It is a cinematic portrayal of a narrative or story that engages and entertains viewers via the use of performers, settings, costumes, and numerous visual and audio aspects.

When opposed to textual material, movies in literature can provide a distinct interpretation and experience since they rely on visual and audio signals to convey the story, character development, and emotional effect. They may be used to reach a larger audience and bring stories to life in a more dynamic and engaging way, demonstrating the power of storytelling through a different artistic medium.

According to Sharjeel & Dadabhoy (2013), a movie is a literary work that can clearly explain something to the audience since it can show people an image. There are many different types of viewers; some enjoy watching comedies, while others enjoy crying during a movie.
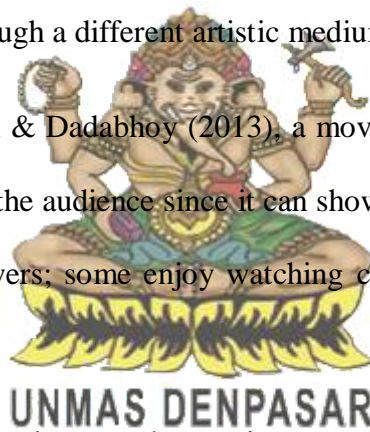
In the movie, there are elements that are important so that the story can be well received by the audience, such as: theme, plot, character and characterization, setting, and point of view. Theme is a broad notion or message about life that is presented via a piece of literature. A theme can be represented concretely, in a broad sense, or as a large subject. The plot is the tale, and more particularly, how the story develops, unfolds, and travels through time. Plot has a distinct structure. It follows a framework that draws readers in, introduces characters, character development, world building, and drives audience to keep watch to resolve conflict and answer problems. Character is a human, animal, or imagined entity in a tale, play, or other literary work, and characterization

refers to how a character thinks, acts, and speaks. A setting is the time and location in which a tale is conveyed. A story's point of view is the perspective through which it is told. There are three types of point of view, such as: First person point of view. One of the characters is recounting the narrative in first person. The "I" sentence form, which depends on first person pronouns, often reveals this. Second person point of view. The "you" pronoun is important to the second person point of view. Third-person point of view. The author is telling a tale about the characters and uses the third person pronouns "he/she."

The benefits of watching movies, people will feel entertain, get the moral values, and increased education on things like work, love, education, and health. In order to impart the morals and knowledge, a movie needs its character.It needs takes the roles and characters who can play their roles well so that theplot and message of the story can be conveyed.
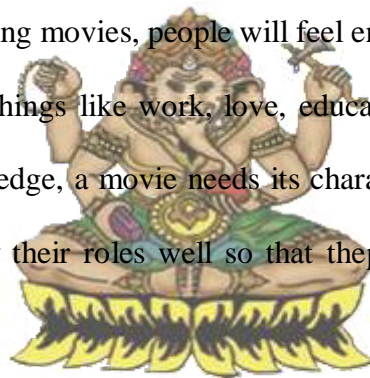
In this study, the movie "Lars and the Real Girl", in which the main character suffers from schizophrenia, his character would be analyzed. According Andreasen (1987), a person with schizophrenia (schizophrenic) experiences symptoms that affect their identity, brain, and most intricate brain functioning. Schizophrenics may say odd things or say things in odd ways when speaking. Schizophrenia also makes it difficult to tell what is real or what is not. Mental health is a popular subject these days, but just few people are aware of schizophrenia. As a result, this study whose analyzed Lars and the Real Girl can assist individuals in learning more about schizophrenia.

1.2 Problems of the Study

There are two problems in this current study, which are:

1. What are the types of conflict faced by the main character in "Lars and theReal Girl"?

2. How did the main character manage his conflicts as a schizophrenic in the movie?

1.3 Objectives of the Study

In accordance with the problem, the objectives of this study are as follows:

1. To find out the types of conflict by Lars throughout the movie.

2. To analyze the strategies that he used in managing or resolving his conflicts.

1.4 Limitation of the Study

In this study, the limitation focused on conflict that happen in the schizophrenia character according to Kenney (1966) and the resolution of conflict that faced by Lars in the data source, "Lars and the Real Girl" movie according to Thomas and Killman (1970).
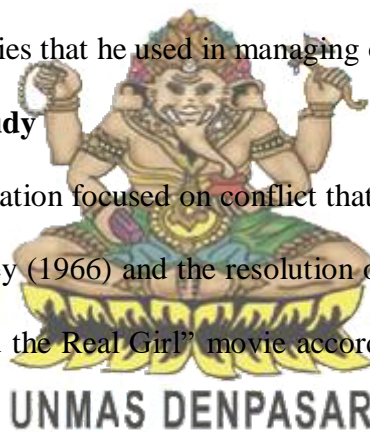
1.5 Significance of the Study

The significance of this study aims to achieve the result as expected. Thereare two basics significances, theoretical and practical.

1.5.1 Theoretical Significance

Theoretically, expected this study have significance to make readers expand their knowledge on the study of conflict types and strategy how to managein literature.

1.5.2 Practical Significance

Practically, this study expected gave significance, for readers and academic

societies were aid as reference who might be interested in analyzed a main character especially in types of conflict and strategy manage conflict.

UNMAS DENPASAR

CHAPTER II

**REVIEW OF RELATED LITERATURE, CONCEPTS AND THEORIES**

This chapter discussed reviews of related literature, concepts, and theories framework. The first is about reviewing five prior studies which create a similar topic to this study. The second part is about concepts which explain the key interrelated terms that used in this study. The last part is about the theories used inthis study.

2.1   Review of Related Literature

In this study, the researcher focused on character analysis. Moreover, in this chapter there are previous findings that are similar to this study. There are twotheses and three articles.

The first study that is relevant is a thesis entitled "An Analysis of Conflict Faced by the Main Character in "Mile 22" Movie" by Arisetiawan (2023). In this previous study there are two problems of study, the first one is types of conflict faced by the main character Mile 22 movie, the second the main character in Mile 22 movie resolve the conflict. The problem about types of conflict used theory by Reaske (1966), the second theory by Thomas and Kilmann (1970, and supporting theory by Kenney (1966). The data was analyzed by doing qualitative methods and got the result 30 data, two of that was the main character faced internal conflict, nine has conflict with another character, and three data struggle with society. Moreover, there six data for competitive solution, one data collaborating strategy, three data of compromising that main character used as conflict resolution, found one data to main character avoiding as a solution the conflict, and two data accommodating.

The second is a study entitled "Conflict and Moral Values Revealed by the Main Character in "Educated" Movie" by Pratama (2023) that has two problem of study by did qualitative method, the first problem is the conflict experienced by the main character and the second problem analyzed the moral values are revealed when the main character overcomes the conflict. According to the previous study, used theory by Shanton (1965) to found the conflict and theory by Linda and Eyre (1993) to analyzed the moral values. In this previous study found 28 data. There four data of internal conflict and ten data of conflict between main character and another character. Based on the theory, in the discussion showed one data of self- reliance, one data of loyalty value of the main character, two data of self- disciplines, one data that showed respect, six data of peace moral value, two data that showed courage, one data of love, and one data that showed money moral value.
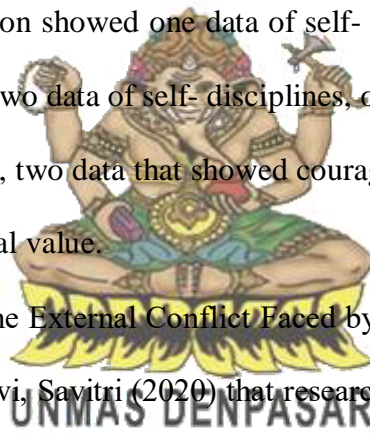
The first article is "The External Conflict Faced by the Main Character in Five Feet Apart" by Artawan, Dewi, Savitri (2020) that research the external conflict faced Stella Grant as a main character, this problem used theory by Kenney (1966) and used theory Bendhart (1953) to research the problem about psychological aspect of the character. This previous study showed seven data, three of that showed the struggle the main character with another character in the movie, and the other showed the psychological aspect, such as one data for wants, one data of feeling and attitudes, two data of emotion aspect.

The second article written by Dewi, Utami, and Juniartha (2022) entitled Finch's Conflicts and Personality Analysis as the Main Character Portrayed in All the Bright

Places. This previous study research about conflict and personality of Finch as portrayed in the movie All the Bright Places that used theory by Kenney (1966) and Freud (1896). According to the data that showed in this study by used qualitative method, found 13 data. The data that showed internal conflict found two data, and there five data external conflict. Meanwhile the second problem in this study, found three data of id, one ego's personality, and two data of superego. Another article with the same topic that written by Padmi and Jayantini (2022) entitled An Analysis of Conflict Found in the Novel Entitled "It Ends With Us" by Coolen Hoover that focused to identify the types of conflict faced by the main character. This article analyzed by qualitative method and used theory by Kenney (1996). The result of this research found six data, such as four data showed internal conflict and two data of external conflict.

In this current study analyzed about conflict and the strategy to manage the conflict that faced by Lars as a main character. The similarity this current study with another studies above is analyzed conflict used theory by Kenney (1966). Meanwhile the differences Pratama (2023) used theory by Stanton (1965) to analyzed type of conflict and analyzed moral value of according to Linda and Eyre (1993). Moreover, Artawan, Dewi, and Savitri (2020) analyzed psychological aspect and external conflict, different with Dewi, Utami, and Juniartha (2022) analyzed personality of the main character.

2.2 Concepts

There are three concepts in this study. They are conflict, character and

schizophrenia. Detailed explanation of each concept is described below.

2.2.1 Conflict

Conflict is the major topic in literature that drives the plot forward. Literary conflict includes internal conflict, also called man against himself, and external conflict which includes man versus man, man versus nature, man versus society. The way conflict is used and how the conflicts are resolved are all determined by the type of story being told. Without conflict, nothing happens and the story dies because the reader won't care enough to finish the story. Most storylines revolve around conflict. A conflict is a struggle between opposing forces. According to Nurgiyantoro (2013) stated that conflict is a crucial activityso that it will be a functioning occurrence, the center of which is an essential part in the plot development. Stanton (1965) state conflict is a physical, moral, mental, emotional, and spiritual opposition between people, animals, or even inside ourselves. Conflict is shown as an antagonism between the protagonist's and antagonist's characters.
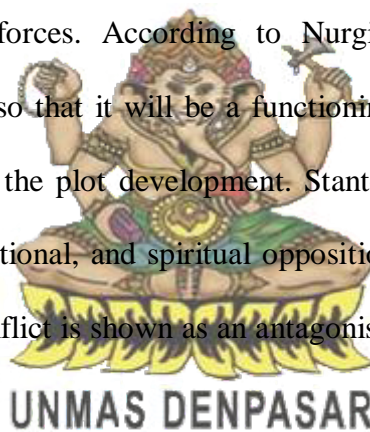
2.2.2 Character

Character is a person in literary work that is responsible for thought and action. According to Reaske (1966) character is someone in literary works that has some sort of identity which is made up by appearance, action, name, and thoughts. Characters are crucial because they are the literary work's transmitters, the characters must be developed appropriately in order for the story to be effectively transmitted and make the stories that are created alive. Characters needto be credible and reliable. Being credible means that the characters are plausible in the context of the story, not necessarily that

they are all like people we know.

Consistently demands that characters change for the better as a result of the eventsin a story, rather than that the characters stay exactly the same. The main character is the one who appears most frequently which determines the development plot of the story and has connections to other characters throughout the entire story.

Furthermore, according to Wellek and Warren (1962: 227) also categorized character into two types, static character and dynamic character. Static character in literature is one who remains substantially unaltered throughout a narrative or plot. Unlike dynamic characters that experience considerable internal alteration or growth, static characters tend to keep constant personality features, beliefs, and behaviors from the beginning to the end of the story. Meanwhile, dynamic character is one that undergoes considerable internal changes or growth during the course of a story. Dynamic characters, as opposed to static characters, endure personal growth, alterations in their views, values, or personality traits, or adapt in reaction to the events and obstacles they confront.
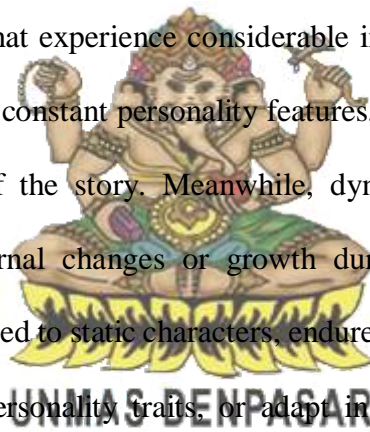
2.2.3 Schizophrenia

According to Veague (2007) schizophrenia belongs to a psychotic disorder disrupting thoughts, speech, and behaviors. Schizophrenia is defined by its psychopathology, so one may detect it based on the psychological symptoms shown by patients or their relatives who have never (or have not yet) been hospitalized. Schizophrenia is a mental disorder that attacks the brain, the symptoms of schizophrenia can be divided into three, the first one is positive symptoms, the second is negative

symptoms, and the last is cognitive symptoms.

Example of psychotic symptoms is changes in the way a person thinks, behaves, and experiences the world. People suffering from psychotic symptoms may lose their common sense of reality with others and perceive the world in a warped manner. These symptoms may appear and disappear for some people. Others' symptoms grow more steady over time.

Psychotic symptoms include: Delusions (strong beliefs that are not true and may appear irrational to others), movement disorder (exhibits abnormal body movements), hallucinations (sees, hears, smells, tastes, or feels things that are not actually there), thought disorder (has unusual or illogical ways of thinking).

Negative symptoms include loss of motivation, loss of interest or enjoyment in daily activities, withdrawal from social life, difficulty showing emotions, and difficulty functioning normally. The following are some negative symptoms: Having difficulty planning and sticking to activities, having difficulty anticipating and feeling pleasure in everyday life, speaking in a monotone voice and displaying limited facial expression, avoiding social interaction or interacting in socially awkward ways, having very low energy and spending a lot of time in passive activities. In severe situations, a person may stop moving or speaking for an extended period of time, a rare illness known as catatonia.

Cognitive symptom is a person that has a problem of attention, focus, and memory issues. These symptoms might make it difficult to understand what is being said, learn new things, or remember appointments. One of the best determinants of a

person's day-to-day functioning is their degree of cognitive functioning. Specific tests are used by health care practitioners to assess cognitive functioning. Examples of cognitive symptoms include difficulty processing information to make judgments, difficulty applying knowledge soon after learning it, and difficulty focusing or paying attention.

2.3   Theories

A theory is a system of ideas that helps to explain, predict, or understand something, especially one founded on abstract principles unrelated to the subject under discussion. According to Ewen (2003: 4), a theory is similar to a map. It's not the same as the area it represents; it doesn't offer you every detail, and it might not even be particularly accurate. However, it serves as a guide for action and provides something to rectify when it fails.
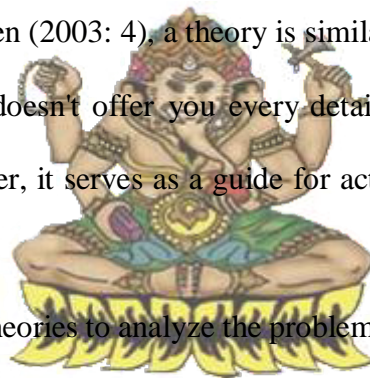
This study used two theories to analyze the problems. The first theory to analyze the conflict of the main character is from Kenney (1966) that states there are two types of conflict, such as internal conflict and external conflict. The second theory to analyze how the main character resolves his conflicts is from Thomas & Kilmann (1970) that states there are five kind of conflict handling modes, such as competing, accommodating, avoiding, collaborating, and compromising.

2.3.1 Type of Conflict

Conflict is the issue with the plot in the story. Generally, when a character tries to do something, but something else interferes. Anger, aggressiveness, physical and verbal fights are all related to conflict. The sort of tale being presented determines how

conflict is employed and how disputes are handled. Without conflict, nothing happens and the narrative ends since the viewer didn't motivate to watch it through to the end.

The conflict development according to Pondy's (1992) theory, is divided into five stages: first, potential opposition or incompatibility is the first stage, which means the "presence of conditions that create opportunities for conflict to arise"; second, cognition and personalization means "one or more of the parties must be aware of the existence of the antecedent conditions"; third, intentions "intervene among people's perceptions and emotions and overt behavior", fourth, the conduct stage "includes the conflicting parties' statements, actions, and reactions," and fifth, outcomes: "the action-reaction interplay among the conflicting parties results in consequence."

According to Kenney (1966) conflict is divided into two types, internal conflict that mostly occurs within a single man, or conflict between idea or another and external conflict which occurs between man and man, man and nature, and man and society.

2.3.1.1 Internal Conflict

Internal conflicts are those that affect a character's mind and heart. Internal conflict is struggling against himself, is guilty, emotional or just trying to decide what's going to do. Conflicts arise when people have opposing desires, are irritated by problems that prevent them from meeting needs, or roles that are out of expectation. Based on Kenney (1966), the part of internal conflict is conflict of the main against himself.

Internal conflict is a psychological war that occurs within an individual when competing needs, feelings, or beliefs cause tension or a problem. When a person is torn between two alternatives, values, or wants, this type of conflict is common. It is a natural
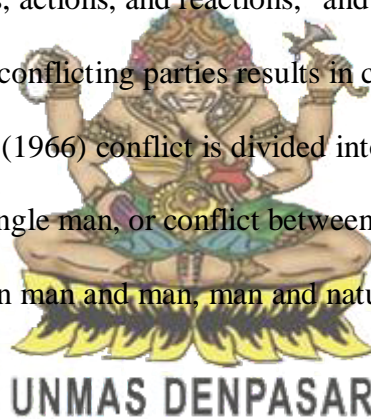
part of the human experience and can appear in a number of circumstances, including moral quandaries, personal relationships, professional decisions, and self-identity crises.

The clash of intellect and emotion is a common sort of internal struggle. When a person's logical thinking and rational judgment clash with their emotional inclinations, this conflict emerges. A person may have a strong emotional attachment to a toxic relationship, even though their logical mind recognizes the negative impact it has on their well-being. This This internal conflict between what they feel and what they know might result in a protracted period of uncertainty and inner distress.

Internal conflict can also be produced by conflicting ideas or points of view. People typically hold a number of values that may occasionally clash, such as the need of maintaining solid family connections with the drive for personal development. When confronted with options that force them to choose one value over another, individuals feel inner conflict as they strive to reconcile contradictory values. This paradox can generate a severe moral or ethical issue, needing introspection and self-reflection to find a resolution.

Lastly, internal conflicts might arise from seeking to define one's own identity or sense of self. This conflict is particularly common during transitional periods, such as adolescence or midlife crises, when people reevaluate their purpose, values, and beliefs. When cultural expectations, personal desires, and self-discovery conflict, a tremendous internal battle may ensue. Many people go through a process of self-exploration, introspection, and accepting and integrating varied components of their identity in order to achieve a more unified sense of self.

a.   **Man Against Himself**

Man against himself is a very complicated and everlasting concept that addresses an individual's inner struggles and conflicts. It looks into the fundamental struggle between one's desires, anxieties, goals, and conscience. This topic portrays the universal human experience of being divided between opposing emotions and motivations. It delves into the duality that exists inside each individual, where one half of the self wants self-preservation and happiness, while another struggles with self-doubt, insecurities, and destructive inclinations. Man versus himself reflects the everlasting effort to establish balance, make decisions, and reconcile the inconsistencies inside our own nature.
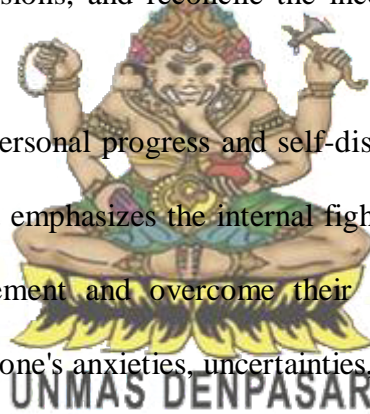
The examination of personal progress and self-discovery is at the heart of the man against himself motif. It emphasizes the internal fights that people experience as they strive for self-improvement and overcome their own constraints. The fight frequently entails addressing one's anxieties, uncertainties, and bad patterns of thought or behavior. It demands the individual to address their inner demons as well as the qualities of themselves that keep them back. This subject emphasizes the strength of reflection, resilience, and the ability for transformation that each individual possesses.

Man against himself can also go into moral and ethical concerns that humans face. It looks at the tension between personal ambitions and societal standards, as well as actions that go against one's principles and convictions. This topic delves into the psychological conflict between the need for immediate gratification and the understanding of long-term repercussions. It digs into a person's inner moral compass

and the judgments they must make, usually in the face of difficult events or enticing temptations. Man vs. Self-delves into the complex interaction between personal aims and the greater good, exposing the fundamental moral quandaries that define our human experience.

2.3.1.2 External Conflict

External conflict is a conflict that a character has with anything outside of himself. The conflict can be shown through action, such as a battle, debate, or physical struggle, as well as good or bad character. According to Kenney (1966) external conflict consists of three types, there are main against man, man against society, and man against nature.

a.   Man Against Man

Throughout human history, the core conflict has been between man and man. It depicts the clash of individuals when personal goals, thoughts, and aspirations meet, usually resulting in confrontations and conflicts for control, dominance, or survival. This type of conflict may occur in a wide range of contexts, from personal relationships and rivalries to large-scale conflicts such as wars and political fights. Man against man depicts both the intricacies of human nature and the inherent tension that emerges when individuals compete or collide in pursuit of their own goals or interests.

Differences in beliefs, priorities, or expectations can lead to man against man in intimate relationships. Friendship, family, and romantic relationship disagreements and confrontations are typically the outcome of clashing interests or beliefs. Man against man confrontations force individuals to find a balance, compromise, or, in certain

situations, create clear limits in order to preserve good relationships.

b.   Man Against Society

The concept of a man against society has been a repeating pattern in literature, expressing the struggle of people who find themselves at conflict with their societies' established conventions and institutions. This topic frequently examines the conflict between personal views, ideals, or wants and collective expectations, traditions, or regulations. Such stories provide an in-depth analysis of the human spirit and its ability to resist, confront, and transcend societal constraints.

c.   Man Against Nature

Man against nature is an external struggle, positioning the man against an animal or a force of nature, such as a storm, tornado, earthquake, and snow. The conflict when it happened between man and nature means most playwright explore relationship between man and nature in one way, in which the playwright consider nature a hostile or destructive force. Man is seen to cope with an oppressive environment.

2.3.2. Conflict Management Strategy

Conflict resolution strategies are critical for sustaining healthy relationships and effectively resolving conflicts. These strategies assist individuals and organizations in navigating problems and reaching mutually acceptable solutions. There are various techniques to dispute resolution, and each offers advantages depending on the scenario.

There are two categories for taking the peaceful path when individual behavior is in a conflict situation. The first is assertiveness, which refers to how much the individual tries to satisfy his own worries, and the second is cooperation, which refers

to how much the individual tries to satisfy the problems of others. These two categories of conduct may be utilized to establish five conflict resolution strategies. The following are the five conflict resolution modes:

a.   Competing

Competing conflict management strategy, sometimes known as the "win-lose" method, is one in which one side strives to satisfy their own interests and aims at the expense of the other party. This method requires a high level of aggressiveness and a low amount of collaboration. The primary goal is to win the disagreement, even if it involves ignoring or dismissing the opposing party's concerns and demands. The competing approach is frequently utilized in situations when swift judgments must be made or when retaining one's position of power and authority is critical.

One advantage of competing resolution of conflicts solutions is their effectiveness in situations needing quick action. By stressing one's own interests and goals, the party using this strategy is able to make firm decisions and take swift action, which typically results in the conflict being settled quickly. This strategy is especially useful in times of emergency or when strong leadership is necessary to handle critical problems.

However, the competing strategy has numerous downsides. One significant problem is that it can strain relationships and undermine trust among the persons involved. The competing approach may generate a win-lose dynamic by placing one's own interests above everyone others, leading to resentment and antagonism. Furthermore, because it disregards the significance of finding mutually beneficial

solutions, this technique may not be appropriate for situations that require long-term cooperation or collaboration.

b.   Collaborating

A collaborative conflict management strategy emphasizes teamwork and open communication in resolving challenges and finding mutually beneficial solutions. This method emphasizes on fostering a healthy and respectful work environment in which people collaborate to solve problems rather than resorting to power struggles or avoidance. Organizations that utilize this strategy may be able to resolve arguments more effectively while also increasing teamwork and production.

Active listening is a critical component of a collaborative conflict management strategy. This entails allowing folks to voice their issues and points of view without interruption. Team members may better comprehend each other's points of view and find common ground by actively listening. This promotes trust and a sense of belonging because everyone feels heard and respected. Conflicts may be reframed as opportunities for development and learning via active listening, leading to more innovative and successful solutions.

Another important aspect of collaborative handling of conflicts is a focus on win-win outcomes. Rather of approaching conflicts with a win-lose mentality in which one party must triumph over the other, the emphasis is on finding solutions that benefit all parties involved. Open communication, brainstorming, and a willingness to compromise are required. Organizations may maintain strong ties and promote collaboration by seeking win-win outcomes, which make people feel that their interests and demands are

being taken into account.

c. Compromising

Compromising is intermediate in both assertiveness and cooperativeness. Try to find an acceptable settlement that only partially satisfies both people's concerns. Compromising falls on a middle ground between competing and accommodating, giving up more than competing but less than accommodating. Compromise may imply dividing the difference, swapping compromises, or pursuing a speedy middle-ground stance.

In a position, there is an agreement between the two parties. However, not all wishes are fulfilled, there are things that are sacrificed for the sake of the other. The other party also experienced the same condition. There are consequences offered and accepted by each part.
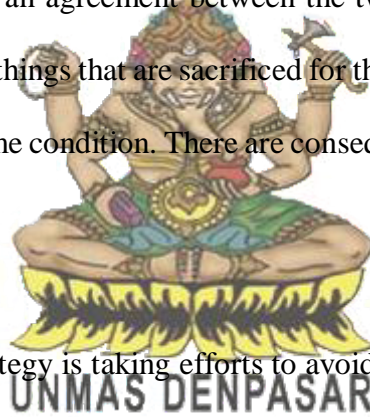
d. Avoiding

Avoiding conflict strategy is taking efforts to avoid conflicts from escalating or addressing them only when absolutely required. While it may appear to be a simple technique, there are some possible negatives to consider. To begin with, avoiding disagreements can lead to the accumulation of unsolved issues, producing stress and animosity within a team or partnership. Without open communication and conflict resolution, the underlying issues continue and can have a detrimental influence on productivity and relationships in the long run. avoiding confrontations may result in wasted chances for development and innovation. Constructive disagreement may result in fresh ideas, improved methods, and better outcomes. Organizations and people may

miss out on significant insights and advances if they avoid disputes completely. Finally, the avoidance technique might undermine trust and openness.

is unassertive and uncooperative. When evading, a person does not immediately pursue his or her own or the other person's problems. He or she does not address the issue. Avoiding can take the form of politely avoiding an issue, deferring an issue until a better moment, or simply retreating from a potentially threatening situation. When disagreements are repeatedly ignored, confidence among team members or within a personal connection suffers. People may feel ignored or dismissed, resulting in a breakdown in communication and collaboration.

e.   Accommodating

The accommodating conflict management method is a collaborative approach that highlights the interests and concerns of the other person engaged in a disagreement. Individuals who use this method prioritize sustaining connections and creating peace over pushing their own interests or perspectives. Conflicts may be efficiently handled and long-term relationships can be maintained by meeting the other party's wants and aspirations.

One of the primary benefits of the accommodating strategy is its capacity to generate a happy and collaborative atmosphere. Individuals display empathy and respect by demonstrating a desire to understand and accept the other party's perspective. This technique can assist to foster an atmosphere of trust and open communication, which is crucial for resolving issues constructively. Conflict resolution may lead to stronger relationships, better collaboration, and increased problem-solving
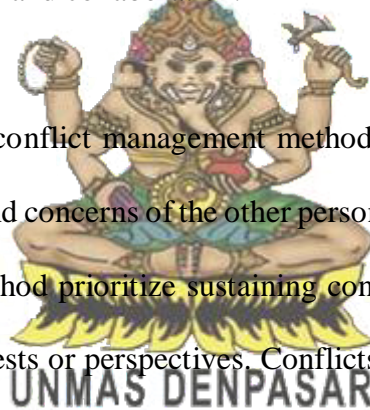
ability.

It is crucial to remember, however, that while accommodating conflict management strategies can be beneficial in some instances, they may not be appropriate for every disagreement. Individuals may need to assert their own interests and opinions in order to solve critical issues. Furthermore, constantly tolerating disagreements without addressing underlying concerns may result in unresolved tensions and future conflicts. As a result, it is critical to examine the nature and magnitude of the dispute before deciding on the best conflict management method.