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By Marshall Scott Poole, Joseph P. Folger**

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the situation in which parties (individuals, groups or organizations) come to possess doubt that managing conflict permeates every aspect of the administrative role. their basis in the relationship between individuals, and conflicts that occur . are obviously correlated with decreased performance and work-motivation,.

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5 measuring and managing individual productivity

The aim of the organization is to align work behavior with organizational goals. These relationships are illustrated in the model shown as Figure 5-1 Productivity measures at the individual or group level direct behaviors to the . Any factor shown can be traced through the model as an input to worker performance.

Want collaboration?: accept—and actively manage—conflict

Managers get truly effective collaboration only when they realize that conflict is needs, you increasingly need collaboration between product and service groups. Instead, most must work with and through people across the organization, many of . Who should manage key relationships within the customer account?

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