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## MANAGING CONFLICT IN THE ORGANIZATION

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**Abstract.** The paper reveals the result of the analysis of the theory of organizational conflicts. The concept, types of conflicts, the reasons for their emergence are considered, the influence of bureaucratic management style on the emergence of conflicts. The most appropriate ways to prevent organizational conflicts are determined. Based on the application of the system approach, the interaction of conflicts and management has been investigated; ways of teamwork between managers and psychologists at the enterprise have been studied. Particular attention is paid to motivational and communication types of conflicts; the impact of the company's lack of strategy on the frequency of conflicts is determined. Different approaches to conflict resolution are studied and the possible results of their application, the most effective one is chosen. The purpose of the study is to analyse theoretical approaches to managing organizational conflicts and to provide a description of their causes and resolution methods for managers who do not have a basic psychological education.

**Keywords:** conflict; organization; conflict management; causes of conflicts; systems approach.

**JEL codes:** M12; M14; O15.

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