

1. Titlu proiect: **Implications of the Conception of Organizational Conflict on Organizational Development in Romania**

2. Finantator: Research Support Scheme, Praga, Cehia, numărul 769 / 1999

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5. Echipa proiectului (director si membrii): proiect individual la nivel national– Delia Virga

6. Scurta descriere a proiectului:

First research objective is to test alternative theoretical models that refer to organizational conflict, and to link their empirical results with organizational development strategies.

Following the path between conflict resolution styles description and complexity perspective prove to be a good premise to reach the second objective of my research: developing managerial training programs that aim the change of managerial style in order to reach a better managerial performance.

The main conclusion was that the conflict is a specific type of problem, and conflict resolution is a problem solving issue; from that point of view mediate learning through analogic transfer could generate a significant level of performance increasing in effective solving of any problem for the beginners managers. The beginners in organizational management (or junior managers) do not express stereotype behaviors in relation with conflictual issues, and have an increased learning adaptive skill. In the case of experimented managers (or senior managers) other training methods should be implemented, based on diversification of conflict handling styles.

7. Rezultate (exprimate in publicatii/conferinte pe tema grantului/brevete de inventie)

Prezentari Congrese Internaționale:

Virgă, D. (2001). Organizational Development Strategies: Conflict Management in Local vs. Multinational Organizations. Prezentata la *The Tenth European Congress on Work and Organizational Psychology "Globalization – opportunities and threats"*, 16-19 mai 2001, Praga, Cehia.

Virgă, D. (2001). Mediate Learning and Conflict Resolution Skills Improvement. Prezentata la *The Tenth European Congress on Work and Organizational Psychology "Globalization – opportunities and threats"*, 16-19 mai 2001, Praga, Cehia.

Publicatii:

Virgă, D. (2000). Procedee de învățare mediată aplicate în situații conflictuale organizaționale. *Revista de Stiintele Educatiei*, 2, 178-190.

Virgă, D. (2000). Paradigma complexitatii in studiul conflictului organizational - comportamentul conflictual conglomerate. *Revista de Psihologie Aplicată*, 3, 65-76.

Virgă, D. (2000). Transferul analogic si îmbunătățirea abilităților de management al conflictelor organizaționale. În Bogathy, Z., Petroman, P. (coord.). *Psihologia Astăzi vol. II*, Timișoara: Eurobit.

Virgă, D. (2000). Paradigma conglomeratului comportamental - un model meta - analitic in studiul conflictelor organizationale. În *"Toamna Stiintifica Banateana"*, *Buletinul stiintific al doctoranzilor* (p. 161-166), vol. 1, Timișoara: Eurobit.

Virgă, D. (2000). Comportamentul conflictual conglomerat - o noua paradigma in studiul conflictelor organizationale. *Psychology Studies*, 5(4).