

Sources of Conflict and Use of Rational versus Political Model

Sources of Potential Intergroup Conflict	When Conflict Is Low, Rational Model Describes Organization		When Conflict Is High, Political Model Describes Organization
<ul style="list-style-type: none"> • Goal incompatibility • Differentiation • Task interdependence • Limited resources 	<p><i>Consistent across participants</i></p> <p><i>Centralized</i></p> <p><i>Orderly, logical, rational</i></p> <p><i>Norm of efficiency</i></p> <p><i>Extensive, systematic, accurate</i></p>	<p><i>Goals</i></p> <p><i>Power and control</i></p> <p><i>Decision process</i></p> <p><i>Rules and norms</i></p> <p><i>Information</i></p>	<p><i>Inconsistent, pluralistic within the organization</i></p> <p><i>Decentralized, shifting coalitions and interest groups</i></p> <p><i>Disorderly, result of bargaining and interplay among interests</i></p> <p><i>Free play of market forces; conflict is legitimate and expected</i></p> <p><i>Ambiguous; information used and withheld strategically</i></p>

Rational Conflict

RD Boyd



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