

LIST OF FIGURES

FIGURE NO.	DESCRIPTION	PAGE NO.
1.1	A situation Showing Two Positive Goals With an Individual in Centre	31
1.2	A Situation Showing an Object With One Positive and One Negative Valence	32
1.3	Theoretical Gradient of Approach and Avoidance Tendencies as a Function of Distance From a Goal	34 & 35
1.4	Pondy's Model Showing the Dynamics of Conflict	37
1.5	Three Distinct Phases in Context of Organizational Conflict	40
1.6	Internalization of Conflict Phase as Intermediary Phase Between Situation and Reaction	43
1.7	Coping With Conflict and Contention Meter	51
1.8	Organization in Trouble	57
1.9	Successful Organization	57
2.1	Proposed Relationship Between the Study Variable	78 & 79
2.2	Hierarchical Chart of O 4	83
2.3	Hierarchical Chart of O 5	84
2.4	Hierarchical Chart of O 6	85
2.5	Hierarchical Chart of O 7	86

FIGURE NO.	DESCRIPTION	PAGE NO.
2.6	Graphical Representation of Percentile Points	113
2.7	Hierarchical Chart of O <sub>2</sub>	116
4.1	Five Phases of Dynamics of Conflict	179
4.2	Internalization of Conflict as Predictor of Symptoms Experienced During Conflict Situation	185
4.3	Representation of Probability of Occurance of a Symptom Due to ICS as Analyzed by Discriminant Analysis on Groups Defined by Given Symptoms	187
4.4	Difference Between ESTJ and ISTJ in Terms of Eight Dimensions of ICS	196
4.5	Difference Between ESTJ and ISTJ in Terms of Conflict Management Styles	200
4.6	Difference Between High and Low Level of Internalization of Conflict in Terms of Personality Indices	202
4.7	Difference Between CE and CI in Terms of Eight Dimensions of ICS	205
4.8	Difference Between CE and CI in Terms of Conflict Management Styles	208