

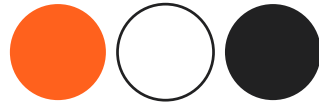
MAPC – Industrial & Organizational Psychology

Sample Internship Report

(Need to be Hand Written)

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Case No. 7

Management of Conflicts

Name of the Organization: - *****

During our daily lives, we are all involved in a number of conflicts. Sometimes, the conflicts may be small, for example, a person may ignore us while we are talking. Sometimes, the conflict may be more serious, for example, two persons behaving violently toward each other.

Whether big or small, conflict is not confined only to a person and the people around her/him. It can be between people one is not even associated with. A conflict can, for example, be between people and the prevailing laws. Conflict does not only occur at the personal level but also at the national, and even international level. Apart from external conflicts between individuals or groups, there can also be internal conflicts within an individual.

The work - family conflicts can be seen as invisible issues forcing any society's damage in various aspects; social, cultural and economic. Most of business organizations in the world are not family friendly, insufficient social security arrangements and frequent economic crises have significant negative effects on family. Employee loyalty is an important behavior to reach organizational goal. Employee is committed to maintain good relation with official activities as well as employer. According to the employee's commitment of the organization, worker has forgotten some responsibilities which are related with family. Employee has weighted less responsibility with his family and society. The situation can be seen as a starting point of conflict between working place and family environment. Even though, the work - family conflict should not be considered as a problem of an employee alone. It is depending upon on effectiveness spouse or any other family member's role. Conflict is given bad thought for human life.

It was observed that the supervisor Mr _____ was not happy with the performance of one of the employee, Ms _____, who was working in the quality department.

As garment industry is dominated by the female workers so there is always work-family conflict. This work-family conflict leads to

- Worker dissatisfaction
- Worker performance
- Worker absenteeism

In order to understand this issue.. The Work-family conflict questionnaire was administered on Ms_____, Sewing operator. As operator was not well verse with the English so all the questions were translated into the Marathi language and the information was collected.

| | | | | | |
|---|---|---|---|---|---|
| 1. My work schedule often conflicts with my family life. | 1 | 2 | 3 | 4 | 5 |
| 2. After work, I come home too tired to do some of the things I would like to do. | 1 | 2 | 3 | 4 | 5 |
| 3. On the job I have so much work to do that it takes away from my personal interests. | 1 | 2 | 3 | 4 | 5 |
| 4. My family dislikes how often I am preoccupied with my work while at home. | 1 | 2 | 3 | 4 | 5 |
| 5. Because my work is so demanding, at times I am irritable at home. | 1 | 2 | 3 | 4 | 5 |
| 6. The demands of my job make it difficult to be relaxed all the time at home. | 1 | 2 | 3 | 4 | 5 |
| 7. My work takes up time that I would like to spend with my family. | 1 | 2 | 3 | 4 | 5 |
| 8. My job makes it difficult to be the kind of spouse or parent I would like to be. | 1 | 2 | 3 | 4 | 5 |
| 9. I have to put off doing things I like to do because of work-related demands. | 1 | 2 | 3 | 4 | 5 |
| 10. Due to work-related duties, I frequently have to make changes to my personal plans. | 1 | 2 | 3 | 4 | 5 |
| 11. The amount of time my job takes up makes it difficult to fulfill family responsibilities. | 1 | 2 | 3 | 4 | 5 |
| 12. My job produces strain that makes it difficult to fulfill my personal obligations. | 1 | 2 | 3 | 4 | 5 |

Higher score indicates that there is a

The results indicate the WAFCS is a promising brief measure for the assessment of work-family conflict in parents.