

to aerate eggs and containers. Persons who have access to work with detergents, disinfectants and poisonous substances are allowed to work independently on aeration.

Work on aeration of eggs and containers should be performed only in special airtight chambers equipped with an exhaust ventilation system locked with a device for switching off aeration devices, entrance doors of chambers and light boards “Do not enter, aeration” and “Ventilated chamber”.

Work on irradiation of eggs and chickens, aeration of eggs and containers, washing and disinfection of equipment, inventory, premises must be carried out in personal protective equipment.

In poultry houses, keeping the equipment on the floor, all equipment that rises during the cleaning of litter and rehabilitation of premises (brooders, feeders, drinkers, etc.) must be securely fastened [3].

Manure removal by a tractor with a shovel should be carried out in the absence of birds and bystanders. The tractor exhaust pipe must be equipped with a spark arrester. Litter removed from poultry houses should be sent for storage and disinfection from pathogenic microorganisms, helminth eggs, weed seeds and deodorization. In the case of an infectious disease of poultry, the manure must be decontaminated biothermally or chemically or incinerated.

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#### **RELATIONSHIP BETWEEN CONFLICT MANAGEMENT STRATEGIES AND ECONOMIC GROWTH OF ORGANISATION**

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*Конфлікти вважаються найбільш непередбачуваними проблемами в організаціях. В основному це пов'язано з протистоянням ідей та дій, що впливає на результати діяльності організацій, для них надзвичайно важливо розробляти стратегії управління конфліктами.*

*Регулювання конфліктних ситуацій та проведення заходів щодо їх усунення є гарною передумовою для розквіту організації та поліпшення робочого процесу. Метою наступного дослідження є оцінка взаємозв'язку між стратегіями управління конфліктами та економічним зростанням організації. Дизайн дослідження, який обраний для наступного дослідження, є методом тріангуляції, коли дослідник намагається пояснити зв'язок між суперечливими стратегіями управління та економічним зростанням через інтерв'ю, опитування та літературу.*

**Ключові слова:** *конфлікти; економічного зростання; управління конфліктами; вирішення конфліктів ; стратегії управління конфліктами; управління проектами; робоче місце; продуктивність праці; зростання.*

*Conflicts are considered the most unpredictable problems in organizations. This is mainly due to the confrontation of ideas and actions, which affects the performance of organizations, for which it is extremely important to develop conflict management strategies. The purpose of the following study is to assess the relationship between conflict management strategies and the economic growth of the organization. The research design chosen for the next study is a method of triangulation, where the researcher tries to explain the relationship between conflicting management strategies, and economic growth through interviews, surveys, and literature.*

**Keywords:** *conflicts, economic growth, conflict management, conflict resolution, conflict management strategies, project management, workplace, productivity, growth.*

## **Introduction**

Conflicts are considered to be the most unpredictable issues that are faced in organizations among the people are working as a group. The managers must spend their working time dealing with the conflicts and fallouts among the people. Several types of conflicts exist in the organization which comprises interpersonal, intrapersonal, intra-group, and intergroup conflicts.

Unable to solve the conflicts would negatively affect the performance of the organization. Hence, the organization must develop conflict management strategies for avoiding conflicts or quickly dealing with conflicts. There are several types of approaches that are available to the management which consists of avoidance, collaboration, accommodation, compromise, and confrontation. The management is required to adopt a suitable approach for dealing with conflicts. The conflicts faced in the organizations are considered to be problematic for the economic growth due to influencing the productivity and survivability of the organization. The rationale behind the reduction of productivity is due to increasing frustration and stress level caused by conflicts that often causes employees to leave the firm. Hence, most of the skilled employees leave the organization which in result causes a decline in overall productivity. Conflicts in an organization also lead towards mental health concerns for the employees where they usually become frustrated

and often tend to avoid meeting or engaging with other members. This results in hurting the economic growth of the organization which lowers its productivity and its survivability in the industry. In the competitive environment, every organization is aimed towards achieving competitive advantage and economic growth through establishing a decent environment at the workplace. The improvement to the workplace contributes to the improvement of job performance where it leads to enhancing the economic growth of the organization also leading to failure of the project. In the competitive environment, an organization must have effective conflict management strategies that would support the firms in gaining a competitive edge among its competitors while also contributing towards their growth.

### **Problem Statement**

Organizations are identified to play a vital role in the social-economic development and national economy of the country and organization. Similarly, the development of the economy for developed and developing countries is highly dependent upon the growth of the organization where its expansion contributes to the improvement of the economy. Several participants are involved in the project which comprises owners, project managers, contractors, site engineers, and others. These participants are required to interact among themselves for the effort in managing information, schedules, and resources (Iyiola & Rjoub, 2020, p. 1). Thus, the failure of the projects or their completion on their poor quality can significantly affect the economic growth. The major problem that contributes to the failure of the organization is the conflict that is caused by the increasing complexities and fast-tracking projects. Lack of conflict management strategies can result in causing a delay in the schedule, delivering a poor quality project, or even lawsuit measures for resolving conflicts which cause loss of both money and time

### **Definition and empirical evidence of conflict management strategies**

Strategies	Definition	Influence	Sources
Collective Bargaining	Establishment of negotiation and discussion on matters of mutual concern to employers	Resolving existing and projected disputes in the organization. Collective bargaining helps in resolving issues such as wages, layoffs, promotions, and others	Takupiwa & Shelfa, 2019, p. 1) (Olotuah & Olotuah, 2016, p. 512) (Momanyi & Juma, 2016, p. 130)
Accommodation	involves in minimizing or suppressing the differences for achieving a personal goal	Managing conflicts for short term	(Momanyi & Juma, 2016, p. 130)
Compromising	Management openly listening and understanding issues and problems of parties for resolving conflict	Reducing turnover of the employees	(Nissa, Nawaz, Jhatial, & Halepota, 2018, p. 187)
Confronting	Expressing anger and views of the conflict	Highly insulting and ending relationship	(Momanyi & Juma, 2016, p. 130) (Mangundjaya & Putri, 2018, p. 114)
Avoidance	Avoidance or withdrawing	This leads to higher	(Momanyi & Juma,

	reflects on avoiding conflicting situations	uncertainty in conflicts	2016, p. 130) (Mangundjaya & Putri, 2018, p. 114)
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Conflicts tend to make the employees less satisfied and less productive in their jobs. Several strategies are available to the organization for handling conflicts which consist of collaboration, avoidance, and mindfulness.

### **Conclusion**

The management of organizations must utilize accommodation, collective bargaining, and compromising strategies that can lead to establishing a decent environment in the workplace that results in the improvement of job performance. Hence, the leader/management should openly listen to its employees while also minimize the differences in the achievement of goals. It is quite evident that conflicts occur in organizations as a result of the violation of the agreement, competition for supremacy, leadership style, intimidation, etc. This reduces staff satisfaction with the job and also reduces productivity. Thus, early recognition of the conflict and paying attention to the conflicting parties is very important. Organizational conflicts should be viewed as an aid to creativity, innovation, and growth. Conflict can be made a primary source of organizational learning, development, innovation, and ultimately, competitive advantage.

### **Recommendations**

Based on the findings of this study, the following recommendations were made:

- Organizations should make adequate room for decision-making.
- To ensure optimum organizational productivity, staff welfare should be taken into consideration.
  - Participatory, rather than the autocratic style of leadership should be encouraged by organizations.
  - There should be an increase in budgetary allocation to government institutions, to checkmate the challenges of inadequate funds, and for the provision of adequate office facilities for effective work.
  - The salaries and other legitimate entitlements of the employees should be paid as at when due to reducing conflict.
  - Management of organizations should adopt integrative strategies (collective bargaining, accommodation) to resolve and manage conflicts as they arise before escalating to an unmanageable level
  - There should be an effective communication channel, a proper system of information dissemination, and adequate human relations in the workplace to create room for negotiation and dialogue when necessary.

- Workshops and seminars should be organized for both the management staff and labour union officials, on contemporary approaches to conflict management, to reduce workplace conflict.

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### THE PRODUCT MANAGEMENT TRIANGLE

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*У статті йдеться про поняття «менеджмент товару» і сукупність завдань, над якими працюють менеджери з продуктів у різних компаніях. Аналізується графічна модель трикутника управління товарами, яка може забезпечити глибше розуміння теми управління товарами.*

***Ключові слова:** менеджер, організація, продукт, бізнес, бюджет, менеджмент, продуктова організація, бізнес- план, стратегічне планування.*

*The article discusses about the concept "product management" and the set of tasks that product managers work on in different companies. The demand a graphical model of the product management triangle, which can provide a deeper understanding of the topic of product management, is analyzed.*

***Key words:** manager, organization, product, business, budget, management, product organization, business plan, strategic planning.*

The role of the product manager is ambiguous. Even within one company, his responsibilities can change quickly and radically. Product managers work in an ever-changing