



**PERSONALITY TRAITS AND CONFLICT HANDLING
STYLES**

(With special reference to plantation sector in Nuwaraelliya District)

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ABSTRACT

Key words: Conflict handling styles, Personality traits

Due to effects of the globalization and busier work schedule, the potential for conflict in daily interaction is increasing. Conflict handling styles are typically seen as responses to particular conflict situations.

The early approach to conflict assumed that all conflict was bad and now the view is different from the past. The conflict management perspective of modern approach recognizes that conflict can be used for the constructive direction.

In accordance with past research findings it was clear that, there are contradictory ideas in relation to the relationship between personality traits and conflict handling styles. Therefore the purpose of this study was to examine the relationship between personality traits and conflict handling styles. A total of 110 executives in tea plantation sector in Nuwaraelliya district completed questionnaires.

The compromising style was found to be the most frequent conflict handling style. The results indicated that, there is a relationship between personality traits and conflict handling styles, whereas highly corporative conflict handling styles do not relate with a dominant personality trait.