

THE COMPARISON AND CONTRAST BETWEEN INTERGROUP AND INTRAGROUP

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The intergroup refers to interactions between individuals in different social groups, and to interactions taking place between the groups themselves collectively. Intragroup refers to the conflict between one or more people in the same group or team. Intergroup conflict is defined as a disagreement between two or more groups, whereas intragroup conflict is defined as a disagreement within a single group. This is the main distinction between the two types of conflict.

Different situations lead to conflicts between individuals and groups of people. This is essentially the result of conflicting beliefs and behaviors across many units, which breeds animosity. Conflict, though, is an inevitable aspect of existence. Conflicts in the workplace have an impact on our choices and behaviors in one way or another.

Disagreement between two or more groups is referred to as intergroup conflict. To run an organization and achieve organizational objectives and goals, several groups of people interact with one another. This interaction therefore has the potential to cause disputes amongst social groups. For example, an organization's technical staff and its marketing personnel can disagree over the introduction of a new product.

Functional conflicts are a type of conflict that can be beneficial to an organization's success since they can highlight deficiencies and spur progress. On the other hand, dysfunctional conflict is characterized by antagonistic or contentious interactions across groups that impair organizational performance or make it tougher to achieve goals and objectives.

Diverse factors can lead to interpersonal conflicts. The character of the group itself is the primary cause. Interdependence at work, objective disparities, attitudinal differences, and the growing need for specialists are possible additional causes. Changes arise as a result of intergroup conflict, both within and between the groups involved. In an attempt to come together as a group against the opposition, members of the organizations will recognize and respect one another's differences. Members of the group may also learn to perform their duties more effectively and efficiently, as well as become more obedient to the organization's rules. Problems, nevertheless, could arise if the group becomes isolated from other groups and loses sight of the organization's objectives.

A disagreement between members of a group that has similar goals, passions, or other defining characteristics is referred to as intragroup conflict. Workplaces may experience intragroup conflicts, which are seen as small-scale disputes. Large-scale conflicts arise when disputes arise inside a particular population group.

Moreover, intragroup conflict is not always a bad thing; in fact, it can be a useful tool for improving business performance. The majority of intragroup disagreements occur in organizations where workers are divided into specialized teams or departments. An intragroup dispute would arise from members of a group disagreeing on how to best introduce a new product.

There are two kinds of conflicts within groups. Task conflict is the other type, while interpersonal conflict is the first. People interact with interpersonal connections rather than the tasks they are allocated when there is a relationship-based dispute.

For example, one team member uses professional language when communicating, whilst another team member prefers to use aggressive language when using the same marketing strategy. Task conflict essentially refers to arguments around the completion of work deliverables.

As per the most recent human resources principles, conflicts are beneficial. Conflicts between and within groups can affect how well a firm performs by pointing out weaknesses in the system. Furthermore, achieving goals, personality conflicts, and misunderstandings can all be contributing factors to conflicts.

Intergroup conflict occurs between two or more groups, whereas intragroup conflict occurs within a group. This is the main distinction between the two types of conflict. While intergroup conflicts involve both verbal and non-verbal arguments, intragroup conflicts are more akin to vocal disputes within a group. Furthermore, whereas intergroup disputes are sometimes difficult to handle, intragroup conflicts are typically under control.

Daily life will inevitably involve conflicts, which are thought to be beneficial for an organization's performance. Within an organization, conflicts can be classified as either intragroup or intergroup. Intergroup conflict, on the other hand, refers to disagreements between two or more groups, whereas intragroup conflicts are disputes within a single group. This is the main distinction between the two types of conflicts.

References:

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