

**CONFLICT RESOLUTION AND JOB PERFORMANCE
OF SELECTED PUBLIC HIGH SCHOOL
TEACHERS IN CAVITE**

THESIS

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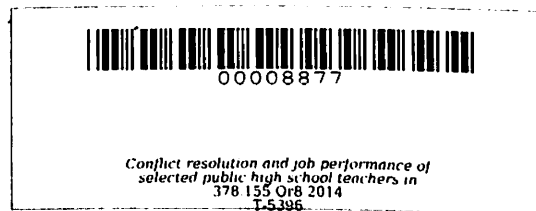
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IN CAVITE**

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ABSTRACT

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The study examined the conflict resolution and the job performance in public high school teachers in Cavite.

It was conducted to determine the demographic profile, the common sources of conflict, the effects of conflict, the conflict resolution strategies, the effectiveness of the methods used in managing and resolving conflict, the level of job performance and the significant relationship between conflict and the job performance of the public high school teachers in Cavite.

For the analysis of data and interpretation of data, descriptive statistics such as, frequency, percentage, mean and Spearman rank were utilized.

Two hundred seventy teachers from five high schools in Cavite participated in the study.

The results show that majority of the them were female, 20 to 29 years old, married, Roman Catholic, Bachelor's degree holders and specialize in Science.

Non payment of salary was the most common source of conflict and human relations was the most negatively affected by conflict. Collaborating was the most preferred conflict resolution strategy which was also perceived as the most effective. The teachers had a good job performance.

Only the accomodating strategy was found significantly correlated with job performance.

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INTRODUCTION

Conflict is one of those elements that we come across frequently in daily life. It has become part of every human organizations. A conflict-free institution has never existed. Moreover, it is much more probable to encounter conflict in places where human beings interact intensively such as educational institutions. Antagonisms, tensions, aggressions, stereotypes, negative attitudes and frustrations are inevitable in any human institution. It is obvious, therefore, that disagreement, irrespective of the form it takes, is bound to be experienced in most circumstances. Whenever there is a human factor or whenever people interact to attain a particular goal, conflict will mostly likely to arise. It often involves situations in which differences are expressed by interdependent people in the process of achieving their needs and goals and it arises when a difference between two or more people necessitates change in at least one person in order for their engagement to continue and develop.