

Conflict Dynamics within the Gender Spectrum of a Large Manufacturing Company

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ABSTRACT The primary objective of this study was to investigate the perception and handling of interpersonal conflict within the gender spectrum compilation of biological sex and gender identity. The empirical analysis utilised a cross-sectional survey design, with a combined convenience quota sample of employees (N=133). This consisted of top, middle and lower management personnel. The study made use of the Bem Sex Role Inventory (BSRI) and the Rahim Organisational Conflict Inventory-II (ROCI-II). The BSRI provided self-determining assessments of masculinity and femininity in terms of the respondents' self-reported control of socially desirable, stereotypically masculine and feminine personality characteristics. The ROCI-II measured the present methods of conflict management, specifically within the organisational environment. The results showed that there was no difference in how pure biological sex (males and females) perceived and handled conflict within the workplace, but there was a difference in how the different gender identity groups (masculine males vs. feminine males and feminine females vs. feminine females) perceived and handled conflict.