

## **56. Scale to Measure Interpersonal Conflict among Employees of Agricultural Universities**

**Authors:** Patel, S. R., Trivedi, M. S. and Patel, J. K. (2010).

### **There are three parts of this scale**

(A) Scale to Measure interpersonal conflict with superiors (B) Scale to Measure interpersonal conflict with colleagues and (C) Scale to Measure interpersonal conflict with subordinates

### **Statements**

#### **(A) Scale to Measure Interpersonal Conflict with Superiors**

1. Superiors are very cooperative and supportive. (-)
2. Deadlines are given without considering individual's ability to cope up. (+)
3. I feel that my superiors behave with me democratically. (-)
4. Superiors ignore the work related feeling of interpersonal aspects of employees. (+)
5. I have to work under unclear directions or instructions. (+)
6. Superiors assign more than one simultaneous roles which are difficult to perform. (+)
7. Superiors provide heavy workload to sincere employees than others. (+)
8. Superiors are unappreciative of the work done by me. (+)

**Value of Reliability: 0.88**

Note: High score indicates high level of conflict with superiors.

## **(B) Scale to Measure Interpersonal Conflict with Colleagues**

### **Statements**

1. Colleagues provide whole hearted cooperation for various organizational tasks. (-)
2. Colleagues don't understand interpersonal feelings. (+)
3. Colleagues stealthily make out the way to excel. (-)
4. My ambitions remain unfulfilled because of blockage created by colleagues. (+)
5. We colleagues enjoy working together. (-)
6. It upsets when I come to know that my colleague does something against me in secret. (+)
7. We have a lot of differences over such matters as who should do what jobs. (+)
8. Colleagues avoid in helping me in my work to prove me bad in the eyes of management. (+)
9. Extremely over aspired colleague of my organization behaves rudely with me. (+)

**Value of Reliability: 0.81**

Note: High score indicates high level of conflict with colleagues

**(C) Scale to Measure Interpersonal Conflict with Subordinate (Junior) Staff**

**Statements**

1. Subordinates knowingly ignore the instructions given to follow. (+)
2. Subordinates are ever ready to do the task as I assign. (-)
3. Subordinates feel envy for my superior position. (+)
4. Subordinates are all the way helpful in attaining organizational goals. (-)
5. Subordinates are unable to keep pace with momentum as I want. (+)
6. I am fully satisfied with my subordinates. (-)
7. Differences in opinion take the form of verbal confrontation with subordinates. (+)
8. Chances are there of open disagreement with my arrogant subordinates. (+)

**Value of Reliability: 0.86**

Note: High score indicates high level of conflict with subordinates. To find out level of interpersonal conflict of any organization or agricultural universities, add the scores of all the three levels (A+B+C) of conflicts.