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Workplace Conflict Management and Administrative Productivity of Staff of Selected ICT Driven Public Universities

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### **Abstract**

Conflict management strategies are the measures used to manage conflict in the university in order to improve staff performance but unfortunately these universities have suffered major decline in Nigeria university due to conflict. The study adopted the survey research design in collecting data from three public universities that were chosen from three states to represent Southwest Nigeria namely: Oyo, Lagos and Ogun. The contiguity of the three States is another factor of convenience and reach which supported the selection of the States. The analysis which included the quantitative analysis aimed at assessing the main conflict management strategies that can influence the productivity of staff in the selected public universities. Based on the results, the hypothetical model of conflict management strategies and productivity was drawn up, which was later tested in the current study with a PLS-SEM path analysis. The above summary shows that only two hypotheses were rejected. Accommodation strategy does not influence staff productivity, nor does the collaboration strategy have an effect on the productivity of staff. The results show that there are other several connections between conflict management strategies and staff productivity.

**Keywords:** Conflict, Compromise, Collaboration, Accommodation, Avoidance, Productivity

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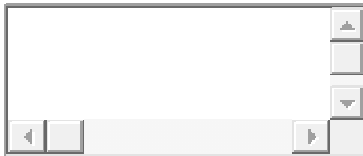
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