

way by her colleagues and cause an interpersonal conflict due to the differences between her and organizational beliefs and values.

Often employees feel underappreciated and underpaid which results in job dissatisfaction and conflict at their workplace or nationwide. When McDonalds' employees demanded 15 dollars per hour instead of 7.50 the whole US chain of the fast food restaurants faced a problem of workers and managers having a conflict.

Fourth component is the perceived threat which determines people's actions and their position in the conflict. In reality, perceived threat might not be the same as the real threat they confront, thus people's behavior could be modified inappropriately (Behrman, 2012).

Low emotional intelligence which is "the ability to understand and manage one's own moods and emotions and the moods and emotions of other people" (Jones & George, 2014, p. 82) might worsen the conflict as people could express some thoughts they never wished to be revealed or act "in a fit of temper" by, as in our example, threatening to walk away from jobs.

Organizational Conflict

Organizational conflict is "the discord that arises when the goals, interests or values of different individuals or groups are incompatible and those individuals or groups block or thwart one another's attempts to achieve their objectives" (Jones & George, 2014, p. 532). The interference of another subjective opinion can cause diverse conflicts which are allocated into several types according to a place and number of participants:

1. Interpersonal conflict can easily degenerate into dysfunctional and lead to a disintegration of the team (Eisenhardt, 1997, para. 3).
2. Intragroup conflict arises within a group, team or department (Jones & George, 2014, p. 533).
3. Intergroup conflict with the allocation between groups, teams or departments with a possibility to grow into inter-organizational conflict.

Diverse Workplace Challenges

The evolution of management theories from scientific by Frederick W. Taylor where employees were seen as objects of production, theory of bureaucracy by Max Webber with its systems, tasks and hierarchy to behavioral by Mary Parker Follet and value driven management theories, where people are considered to have needs and values that should be satisfied, lead to the realization that all people are different and have complex behaviors that require more sufficient management tactics (Jones & George, 2014, pp. 38-59).

We can define diversity as "acknowledging, understanding, accepting, valuing, and celebrating differences among people with respect to age, class, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practice, and public assistance status" (Green, López, Wysocki, and Kepner, 2002, para. 4).

Workplace diversity implies focusing on the dissimilarities of people at a workplace. If well managed and organized, a diverse workplace can be a good force and provide an organization with productive partnership, creativity, wider possibility for recruitment and increased productivity. "Diversity is often interpreted to include dimensions which influence the identities and perspectives that people bring, such as profession, education, parental status and geographic location" (Woods & Borman, 2010, para. 1). Some team members can be focused on their children's education; others draw more attention to their cultural site, thus managers should motivate and organize their teams accordingly.