



EFFECT OF NCC TRAINING ON CONFLICT MANAGEMENT SKILL OF NAVAL WING NCC CADETS UNDER NCC GROUP, VADODARA

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Abstract

This study was intended to establish the Effect of National Cadet Corps (NCC) training on development of Soft Skill of Conflict Management among Naval Wing NCC cadets under NCC Group Headquarters, Vadodara, Gujarat. . The present study was conducted on a sample of 40 NCC cadets studying in different Colleges in Vadodara and Navsari districts by giving due representation to gender (Boys / Girls), locale (Rural / Urban) and the year of NCC training. Questionnaire method was used for collecting the data for the study. The obtained data were analyzed and the findings indicate that there exists a positive relation between NCC training and development of Conflict Management ability of the cadets. The chances of those students participating in NCC to have a good conflict management ability are fairly large. The investigator found positive and significant relationship between different types of conflict resolution abilities and participation in NCC training for the total sample.



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1. Introduction to NCC.

The youth of the country is a national asset and it's development is a task of great significance and importance. The NCC has the expertise and built-in infrastructure to fulfil this mandate. Over the years NCC has contributed towards achieving this goal in an effective and meaningful manner. The National Cadet Corps (NCC) holds a golden key for all-round growth and transformation of our youth. What began in the year 1917, as the University Corps, after many changes and overhauls through the years, has come to be known as the National Cadet Corps (NCC) since November 1948. Today, with nearly 14 lakh cadets, both boys and girls, from over 13000 colleges and schools inclusive of those in remote and far flung areas, on its roll, the NCC is projected as the largest disciplined, uniformed youth organization in the world. The National Cadet Corps (NCC) was established on 16 July 1948 under an act of Parliament. It's motto "**Unity and Discipline**" has guided the NCC in its long standing effort to mould young volunteers into disciplined and responsible young citizens of India.

2. Vision of NCC.

Empower volunteer youth to become potential leaders and responsible citizens of the country.

3. **Mission of NCC.**

To develop leadership qualities, mould discipline and nurture social integration and cohesion through multi-faceted programmes conducted in a military environment.

4. **Aims of NCC.**

The 'Aim' of the NCC laid out in 1948 have stood the test of time and continue to meet the requirements expected of it in the current socio-economic scenario of the country. They are as follows :-

- (a) To train volunteer youth to become confident, committed and competent **leaders in all walks of life.**
- (b) To enhance the **awareness** level of cadets for being **responsible citizens of the country.**
- (c) Provide opportunities and encourage **cadets to enhance their knowledge** / awareness levels on **life / soft / communication skills, character building / personality development.**
- (d) Conduct activities to provide **value based contributions towards society in terms of social and community development.**
- (e) Undertake adventure activities for development of leadership qualities and risk taking abilities.
- (f) Provide a platform to launch "good-will ambassadors" cadets **to project the image of the country overseas.**
- (g) Provide an environment to **motivate cadets to join the armed forces as a career.**

5. **NCC Group Headquarters Vadodara.**

NCC Group Vadodara was raised in Mar 1965. The Group provides NCC training cover to 11 districts of South & East Gujarat (60 Talukas) and Union territories of Daman and Dadra & Nagar Haveli. The Group provides Army, Air and Naval Wing Training to cadets in these districts covering 04 Universities, 61 Colleges & 125 Schools. The Group conducts numerous Camps at Gujarat NCC Leadership Academy located at Rajpipla, Narmada district which is in the heart of tribal dominated areas of South east Gujarat, There units provide training to school cadets (Known as Junior Division/Wing) and College Cadets (known as Senior Division/Wing).

6. **Training Methodology.**

The training curriculum of the NCC is primarily focussed towards character building, inculcating leadership qualities and skill enhancement through structured academic syllabi,

practical training and opportunity of exposure/interaction beyond a cadet's immediate environment and thereby enabling them for a brighter and progressive future.

7. **Conduct of Training.**

The NCC training curriculum is conducted as under:

(a) **Institutional Training.** Conducted in respective schools/ colleges by Associate NCC Officers (ANO) and Permanent Instructional (PI) staff from regular armed forces personnel.

(b) **Annual Training Camps (ATC).** To provide practical outdoor training, each NCC cadet attends a 10 days camp in the second and third year of his/her training. These camps are conducted by respective NCC units.

(c) **Centrally Organized Camps (COC).** These camps are conducted at all India level, as National level Camps, attended by cadets from all states. For eg. Republic Day Camp (RDC), Thal Sainik Camp (TSC), Nau Sainik Camp (NSC), Vayu Sainik Camp (VSC), Advanced Leadership Camp (ALC). Basic Leadership Camp (BLC) etc.

(d) **Adventure Training.** To inculcate a spirit of adventure and team work, NCC cadets undergo various adventure activities such as Para jumps, Para Sailing, Trekking, Mountaineering, Sea / River Sailing expeditions etc.

(e) **Defence Force Attachment Camps.** To give the cadets a exposure to interact with regular Army, Navy and Air Force units, attachment camps are conducted, where cadets are attached with these regular Armed forces units. To motivate cadets to join the Armed Forces attachment of cadets with Indian Military Academy, Naval Ships and Air force- Stations are also conducted.

(f) **Youth Exchange Programme (YEP).** Selected cadets also get an opportunity to visit various foreign countries as part of YEP. In a year approximately 150 to 200 cadets are selected at All India level and visit 10 to 12 countries.

(g) **Social Service Activities.** The cadets also undertake various social service activities, by conduct of rallies to bring awareness and participate in various social awareness programmes / activities as per the guidelines issued by Govt of India.

8. **Personality Development.**

The NCC has excellent credentials in transforming our youth, in building their character and inculcating in them a sense of duty, discipline and service to the nation. Over the years, NCC has evolved into a highly disciplined, vibrant youth organization and has made substantial contributions for creation of disciplined, trained and motivated citizens ready for the service

of the nation. The National Cadet Corps, which has both Boys and Girls as cadets, has the basic aim of developing the character qualities in the youth to make them good citizens of the society and worthy leaders of the future in every walk of life. The National Cadet Corps is the only organization of its kind, which imparts multiple faceted training including Leadership, Discipline, Integration, Adventure, Military, Physical and Community Development.

9. **Soft Skills.**

Soft skills are “The interpersonal human, personal or behavioural skills that needs to apply technical skills and knowledge in the workplace.” They are intangible personality specific skills which helps an individual to become conflict mediator. Soft skills are the traits and abilities of attitude, approach and behaviour rather than of knowledge or technical aptitude. Soft skill constitutes the basic building blocks towards development of an individual’s personality for professional success in any area.

10. Soft skills is a basic necessity for a youth to survive as a good human being especially in all the spheres of professional career. These skills help the person to build healthy relationship among different kinds of people. In every field due to the magnitude of teamwork required and requirement of completing the given task in stipulated time that too in an enhanced way it is difficult to survive in harsh competitive working environment of in varied working environments. Due to lack of adequate education and training facilities tribal students shows lack of soft skills like communication, teamwork, job focus and responsiveness as far more crucial than hard or skills. Because of poor soft skills these aspirants especially from tribal areas may not get selected in rigid selection policy of various organizations despite of having a good physical attributes and possession of hard skills.

11. **Development of Soft Skill of Conflict Management by NCC Cadet.**

One of the most important soft skill a NCC Cadet acquires over the course of his NCC trainings is Conflict Management. Conflict Management is a complex and prevalent phenomenon that exists in our society. There are numerous articles and books that have investigated and discussed the area of Conflict Management. Conflict Management can also be examined in terms of personal and group orientation, such as interpersonal, intrapersonal, intergroup and intra group conflict. The focus of this research paper is acquisition of general conflict Management abilities by NCC Cadets. It is a term used to describe the ways in which people interact in terms of affiliation, agreement, or difference of opinion.

12. Definition and nature of conflict.

Conflicts are mismatched activities, where one party is hindering or diluting effective behaviour in another party. In general, observable conflict can be found in all areas of human life, for example, business, education, family, politics, the judicial system, the community, within people themselves, and within and between defined groups.

13. In the student life, home as well as at workplace, there are many troubles which can change from simple conflicts to more serious problems. Conflict can occur anywhere at home, at public places and even at work. The basic reason of conflicts is the inability to get what you want.

14. Common Causes of Conflict:

Some of the important aspects of conflict are as follows. Recognizing the causes of conflict is an important step for preventing future conflicts from arising and to resolve conflicts effectively.

- (a) Assumptions.
- (b) Diversity and Differences.
- (c) Expectations.
- (d) Perceptions.
- (e) Skill and Knowledge.
- (f) Unwillingness / Inability to Deal with Conflict.
- (g) Unfulfilled Needs of Interests.
- (h) Values, Beliefs and Principles.
- (j) Wants, Positioning and Desires.

15. Need for Conflict Management.

While conflict can be a destructive force: it can also be constructive as long it is managed and dealt with quickly and effectively, Following advantages of conflict Management clearly establishes need for timely conflict management:-

- (a) Conflict Management leads to changes and improvements.
- (b) Conflict Solution provides an opportunity to re-evaluate a situation, and forces us to look for new solutions, or the way a product is used.
- (c) While it can seem like an unpleasant process to those involved, conflict leads to a better way once it's been solved effectively.

(d) Conflict can be a symptom of someone's dissatisfaction in the workplace. If employee dissatisfaction is high, productivity, performance and profitability will suffer. The key to resolving conflict here is to identify what needs are not being met and find out why.

(e) By diagnosing dissatisfaction, employers can move to increase worker satisfaction and benefit from dramatically improved business results.

(f) Encouraging positive conflict is often a great way to innovate. For example: appointing a "devil's advocate" during brainstorming is a well known way of forcing participants to think about different sides of an idea and innovating session, conflict can work well in this way as long as it's handled effectively.

16. Issues of Conflict Management during NCC training.

Conflict management during NCC training is a process which uses a series of strategies to support individuals or groups in learning about conflict situations so that transformative action can take place. As such conflict management is the integral process in creating concepts that can disseminate ideas and skills for averting, overseeing, and amicably resolving conflicts. Conflict management during military like training of NCC often consists of different types of prevention or resolution strategies. Consequently, conflict resolution techniques can be viewed as procedures operating within the conflict management model. Conflict resolution is of particular interest as the instrument being evaluated in this research paper aims to measure key aspects of this process.

17. Conflict Management Survey of NCC Cadet.

In order to assess Conflict Management ability of NCC Cadets of Naval Wing Units of Vadodara NCC Group, Conflict Management Questionnaire was adopted to assess how NCC training is contributing positively to development of the Soft Skills of Conflict Management. The NCC Cadets undergo multi level and different types of NCC training like map reading, weapon training, firing, service subjects, disaster management, obstacle crossing etc both individually as well as in groups. During the course of this training, they encounter different types of conflict which have to be managed.

18. Objective of the study.

The objective of this study was as follows :

(a) To identify and establish positive relationship between NCC training and development of soft skill of Conflict Management amongst NCC cadets.

(b) Specific establishment of above facts with reference to Naval wing cadets being trained under NCC Group, Vadodara.

19. Methodology of Data Collection

(a) **Identification of Study Population** : NCC Group Vadodara has two Naval NCC units for Senior Division & Wing for Boys & Girls Cadet respectively. One of the unit is located in Vadodara with predominantly urban cadets and second unit is located at Navsari which cadets of semi urban, rural and tribal cadets. Since the details of various aspects like year of NCC training, gender, age bracket etc are known, method of disproportionate stratified sampling was selected. A total of approximately 1200 cadets of Senior Division/Wing Boys/Girls are undergoing training at any one time in these units as per their authorised strength.

(b) **Sampling Method & Size** : A totals of 40 senior division & wing cadets (20 Boys & 20 Girls) were selected randomly from both the Naval units. Care was taken to have a equal representation of second and third year of NCC training as well as Boys & Girls.

(c) **Research Tool** : Questionnaire method to incl:-

- (i) General details of the cadets (See **Box 1** below)
- (ii) Aspects which have influenced cadets to Join NCC (See **Box 2** below)
- (iii) Main Questionnaire to analyse conflict management ability (See **Box 3** below)

Box 1

**EFFECT OF NCC TRAINING ON CONFLICT MANAGEMENT SKILL OF
NAVAL WING NCC CADETS UNDER
NCC GROUP, VADODARA**

QUESTIONNAIRE

Instructions to Cadets

1. The Questionnaire has been designed to assess development of soft skill of Conflict Management amongst Naval Wing NCC cadets NCC Group, Vadodara.
2. Please fill up your bio-data as per the format given at **Paragraph A** below.
3. Read the questions carefully & answer it honestly.
4. Respond to each of the statements below under each category using the scale given therein from **pages 3 to 7**.
5. Give rating as per your own perception and experience.

A . Bio-data :

1. Name of the Cadet / Unit :
2. Name of the College / Institution :
3. Year in NCC : I / II / III
4. Date of Birth/Age in Years :
5. Sex: Male / Female
6. Place of Origin (Village / Town/District/State) :
7. Family Income (In Rs. per Annum):
8. Type & Number of NCC Training Camps Attended :

Srl No	Type of Camp	Number Attended
(a)	CATC (Combined Annual Training Camp)	
(b)	Shooting	
(c)	Adventure : (Mountaineering / Trekking / Rock Climbing)	
(d)	Military Attachment	
(e)	ALC / BLC (Advance/Basic Leadership Camp)	
(f)	NIC (National Integration Camp)	
(g)	RDC (Republic Day Camp)	
(h)	TSC (Thal Sanik Camp):	

9. Any Special Award / Scholarship /Prize achieved in NCC :



Box 2

Factors which influenced you to join NCC Training:

(Please rate as per columns and grading given at columns and tick mark accordingly)

Sr I No	Aspect	Highly importa nt	Import ant	Moderat ely importa nt	Not import tant	Not importan t at all
		5	4	3	2	1
(a)	Adventure Seeking					
(b)	Being Part of Uniformed Forces					
(c)	Prestige					
(d)	Family background					
(e)	Employment opportunities					
(f)	Self interest					
(g)	Friends & Relatives					
(h)	Compulsion from College/ Institution					
(j)	Motivation given by Defence Forces Personnel / Associated NCC officer (ANO)					



Box 3

Conflict Management Questionnaire : The NCC training develops soft skills amongst NCC Cadets towards their overall personality development. One of the important soft skills is Conflict Management in student, work and family life. Based on your experience of NCC training please answer following questions. The answers to these questions depict your personality outlook towards Conflict Management as a result of NCC training.

(Please mention either 1 or 2 or 3 or 4 at the column given as per your perception and agreement)

1 = Rarely 2 = Sometimes 3 = Often 4 = Always

Srl No	Soft Skills	Rating
1.	I explore issues with others to find solutions that meet everyone's needs.	
2.	I try to negotiate and adopt a "give-and-take" approach to problem situations.	
3.	I try to meet the expectations of others.	
4.	I generally argue my case and insist on the merits of my point of view.	
5.	When there is a disagreement, I gather as much information as I can to keep the lines of communication open.	
6.	When I find myself in an argument, I usually say very little and try to leave as soon as possible.	
7.	I try to see conflicts from both sides. What do I need? What does the other person need? What are the issues involved?	
8.	I prefer to compromise when solving problems and just move on.	
9.	I find conflicts challenging and exhilarating. I enjoy the battle of wits that usually follows.	
10.	Being at odds with other people makes me feel uncomfortable and anxious.	
11.	I try to accommodate the wishes of my friends and family.	
12.	I can figure out what needs to be done and I am usually right.	
13.	To break deadlocks, I would meet people halfway.	
14.	I may not get what I want, but it is a small price to pay for keeping the peace.	
15.	I avoid hard feelings by keeping my disagreements with others to myself.	

(d) **Data Collection :** The data was collected from cadets who were undergoing training at Annual Training Camp which was being conducted at Gujarat NCC Leadership Academy, Rajpipla.

(e) **Methodology of Scoring :** As given at **Box 4** below .

Box 4

Methodology of Scoring Conflict Management Questionnaire. As stated, the 15 statements correspond to the five conflict resolution styles. To find out the preferred style, total the points in the respective categories. The one with the highest score indicates an individual's most commonly used strategy. The one with the lowest score indicates his/her least preferred strategy. However, if the cadet is a leader who must deal with conflict on a regular basis, we may find your style to be a blend of multiple styles.

Style Corresponding Statements: The numbers represent the questions above.

- * Collaborating: 1, 5, 7
- * Competing: 4, 9, 12
- * Avoiding: 6, 10, 15
- * Accommodating: 3, 11, 14
- * Compromising: 2, 8, 13

Brief Descriptions of the Five Conflict Management Styles

Accommodating: Cooperating to a high degree an individual will may have to give in to maintain relationships

Pros Minimizes injury when we are outmatched, relationship are maintained

Cons breeds resentment, exploits the weak

Avoiding Style: Non-confrontational approach relationships are maintained

Cons: Breeds resentment; exploits the weak

Pros: Does not escalate conflict; postpones difficulty

Cons: Unaddressed problems; unresolved problems

Collaborating Style: Problems are solved in a way for all involved to get what they want and negative feelings are minimized.

Pros: Creates mutual trust; maintains positive relationships; builds commitments

Cons: Time consuming; energy consuming

Competing Style: Authoritarian approach

Pros: Goal-oriented; quick

Cons: May breed hostility

Compromising Style: Middle ground approach

Pros: Useful in complex issues without simple solutions; all parties are equal in power

Cons: No one is ever really satisfied

20. **Data Analysis :**

Table 1: Frequency Table of Sex, Year, and Unit:

Sex * Year * Unit Cross-tabulation						
Unit				Year		Total
				Year 2	Year 3	
9 GUJ NU	Sex	Male	10	0	10	
		Female	10	0	10	
	Total		20	0	20	
2 GUJ NU	Sex	Male	2	8	10	
		Female	2	8	10	
	Total		4	16	20	
Total	Sex	Male	12	8	20	
		Female	12	8	20	
	Total		24	16	40	

Interpretation:

From the above Table 1, we see that there are total 40 students, of which male and female were 20 each. From the two Units, 20 students each were included in the study, of which 10 were male and 10 female in both Units. All the Year 3 students were from Unit 2 GUJ NU. There 24 and 16 students respectively from Year 2 and Year 3 in the study. Thus, the ratio of students from Year 2 and Year 3 was 3:2.

Table 2 : Descriptive Statistics of Age (Year-wise):

	Year 2	Year 3
N	24	16
Mean	18.96	20.06
Std. Deviation	1.08	1.48
Minimum	18	18
Maximum	21	24

The mean age for Year 2 students was almost 19 years and for Year 3 was about 20 years. There was more deviation found in the age of students in Year 3 compared to Year 2.

Table 3A : Factors influenced to join NCC Training (combined score)

Frequency	Being Advent Seeking	Part of Uniform Forces	Prestige	Family Background	Employment Opportunities	Self Interest	Friends and Relative	Compulsion from College Institution	Motivation from Defence Personnel
N	40	40	39	39	39	38	40	40	40
Median (out of 5)	4.00	4.50	4.00	3.00	4.00	5.00	3.00	1.00	4.00

1: Not important at all 2: Not important 3: Moderately Important 4: Important 5: Highly Important

Table 3 B : Factors influenced to join NCC Training (Factor-wise score):

Percentage (count)

	Adventure Seeking	Being Part of Uniformed Forces	Prestige	Family Background	Employment Opportunities	Self Interest	Friends and Relatives	Compulsion from College / Institution	Motivation from Defence Personnel
Not Important at all	-	2.5 (1)	2.5 (1)	25.0 (10)	5.0 (2)	-	20.0 (8)	52.5 (21)	17.5 (7)
Not Important	-	7.5 (3)	-	20.0 (8)	5.0 (2)	-	20.0 (8)	17.5 (7)	10.0 (4)
Moderately Important	15.0 (6)	10.0 (4)	12.5 (5)	22.5 (9)	22.5 (9)	2.5 (1)	25.0 (10)	10.0 (4)	7.5 (3)
Important	40.0 (16)	30.0 (12)	47.5 (19)	20.0 (8)	30.0 (12)	15.0 (6)	25.0 (10)	12.5 (5)	37.5 (15)
Highly Important	45.0 (18)	50.0 (20)	35.0 (14)	10.0 (4)	35.0 (14)	77.5 (31)	10.0 (4)	7.5 (3)	27.5 (11)
Missing	0.0 (0)	0.0 (0)	2.5 (1)	2.5 (1)	2.5 (1)	5.0 (2)	0.0 (0)	0.0 (0)	0.0 (0)
Total	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)

Interpretation:

Table 3A gives the combined score (total score being out of 5) for the factors influencing to join NCC training. It can be observed that ‘Self Interest’ factor influenced the most while ‘Compulsion from the college’ influenced the least in making up the decision to join the NCC training. Other factors like ‘Being Part of Uniformed Forces’, ‘Adventure Seeking’, ‘Prestige’, ‘Employment Opportunities’, and ‘Motivation from Defence Personnel’, played an important role for students to join the training.

Table 3B gives detailed information on each of these factors. The percentages are outside the brackets and the frequency counts are inside the bracket in the table.

Table 4A: Descriptive analysis - Conflict Management Styles (combined score)

Frequency of Conflict Management Styles		Collaborating	Competing	Avoiding	Accommodating	Compromising
N	Valid	40	40	40	40	40
	Missing	0	0	0	0	0
Mean (out of 12)		9.53	7.23	6.93	9.30	8.35
Std. Deviation		1.75	1.93	1.86	1.67	1.56
Minimum		6	2	3	5	5
Maximum		12	10	11	12	11

1: Rarely 2: Sometimes 3: Often 4: Always

Table 4B: Conflict Management Styles (Style-wise score):

Percentage (count)

	Collaborati ng	Competing	Avoidin g	Accommodatin g	Compromisi ng
Rarely (1-3)	-	5.0 (2)	2.5 (1)	-	-
Sometimes (4-6)	2.5 (1)	25.0 (10)	42.5 (17)	5.0 (2)	12.5 (5)
Often (7-9)	40.0 (16)	62.5 (25)	47.5 (19)	45.0 (18)	62.5 (25)
Always (10-12)	57.5 (23)	7.5 (3)	7.5 (3)	50.0 (20)	25.0 (10)
Total	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)	100.0 (40)

Interpretation:

In Table 4A, the descriptive analysis of combined score of Conflict Management Styles is shown. The total score for each style is 12. After calculating the mean of each style, we can say that **Collaborating and Accommodating** Management styles scored the highest which meant that it was the most preferred style among the students whereas, Avoiding Management style scored the lowest which showed that it was the least preferred. When the variation within a style was observed, the most varied score was recorded in Competing style and least varied score was in Compromising Management style.

In Table 4B, these Conflict Management styles were categorized into Rarely, Sometimes, Often, and Always used or preferred styles. Percentages being outside the brackets and counts or frequency being inside the brackets. These categories were determined on the total score which is shown in brackets in the table. We observe that 57.5% and 50.0% of Collaborating and Accommodating styles respectively were recorded in the ‘Always’ category while 62.5% each was recorded in the ‘Often’ category for Competing and Compromising Management styles.

21. **Conclusion.** The above analysis ’ clearly proves that NCC training definitely contributes towards development of conflict management skills of cadets, Further, the cadets have developed **Collaborating & Accommodating** style of conflict management which further consolidates the presumption..

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