

CONFLICT MANAGEMENT IN PUBLIC COLLEGES

A thesis submitted to the department of educational
planning and management in partial fulfillment
of the requirement for the master's Degree
in education

Submitted by

Bishwa Raj Sigdel

TU registration number: 5406-85

Campus Roll No. : 124

Exam roll number: 2400004

Tribhuvan University Faculty of education
Department of educational planning and management
Saptagandaki multiple campus
Bharatpur Chitwan

Shrawan, 2070

CONFLICT MANAGEMENT IN PUBLIC COLLEGES

A thesis submitted to the department of educational
planning and management in partial fulfillment
of the requirement for the master's Degree
in education

Submitted by

Bishwa Raj Sigdel

TU registration number: 5406-85

Campus Roll No. : 124

Exam roll number: 2400004

Tribhuvan University Faculty of education
Department of educational planning and management
Saptagandaki multiple campus
Bharatpur Chitwan

Shrawan, 2070

RECOMMENDATION - LETTER

This is to certify that Bishwa Raj Sigdal has worked and completed the thesis entitled "**Conflict management in Public Colleges**" under my guidance and supervision.

.....
Ramakanta Sapkota
Saptagandaki Multiple Campus
Bharatpur, Chitwan

Date : 2070/04/10 (25 July, 2013)

APPROVAL SHEET

Student, Bishwa Raj Sigdel of Saptagandaki Multiple Campus, Bharatpur, Chitwan has prepared this thesis entitled **Conflict management in Public Colleges** for the partial fulfillment of the requirements under master degree programme run by the department of educational planning and management of Saptagandaki Multiple Campus and the following thesis evaluation committee has evaluated and approved it.

- | | |
|-------------------------------|---------------------------|
| 1. Kuber Nath Sharma | Department Head |
| 2. Ramakanta Sapkota | Thesis Supervisor |
| 3. Dr. Pradeep Chandra Gautam | External Supervisor |

Date : 2070/04/31

ACKNOWLEDGEMENT

As a researcher, I am very much pleased to get entitled **Conflict Management in Public Colleges** for Studies and research and thanks to the department of educational planning and management of Saptagandaki Multiple Campus, Bharatpur, Chitwan which has provided this opportunity. Firstly, I would like to express my sincere gratitude to my respected teacher and this thesis supervisor Mr. Ramakanta Sapkota for his continuous guidance, invaluable suggestions, encouragement and insightful comments. For this studies, and great respect to the department head and programme co-ordinator of degree programme of the campus Mr. Kuber Nath Sharma Who acted as bridge.

My sincere gratitude goes to Mr. Khemnanda Ghoresaini, Mr. Bishwa Bandu Neupane, Mr. Moti Ram Tiwari, Mr. Baburam Rana Magar, Mr. Gopal Prasad Lamsal for their valuable comments, suggestions and helps. Similarly, my thanks goes Mrs Saraswati Sigdel for her constant co-operation through this study in my home. Likewise, I would like to express my thanks to the consulted respondents of the selected colleges for the information of provided me to complete this research work. A meaningful practice has been done to make the thesis valid and reliable as far as possible. Despite the hard effort, here might be some mistakes in thesis and might cover all the aspect of the topic selected for study. I take the entire responsibility of such short comings myself and beg pardon for that.

At last I would like to Thank to all the members of evaluation committee and stakeholders of K.W.M.C, L.A.D.C and D.C who created appropriate environment and constantly encouraged to carry out this work successfully.

Researcher
Bishwa Raj Sigdel

Abstract

This research study prepared for the partial fulfillment of the requirement of master degree in educational planning and management has made an attempt to analyze the situation of the conflicts in Public colleges. The objective of the studies are: identifying the types, causes, impacts and measures of managing them. This research report is believed to be significant for the responsible, stakeholders to solve the conflicts and run their college effectively.

Three different colleges of Three different conditions (K.W.M.C/ L.A.D.C./ D.C.) are selected as sources of the study essential, information, to come to the logical conclusion has been derived from their observation discussion and interactions with the responsible stakeholders like principal of the college, Chairman of management committee, president of teacher association and student union and members of management committee, some lectures student and local intellectuals, the information related merely with conflict and about its management each included. Some frequently specific terms are defined. Some related theoretical and empirical literately works are reviewed so that the research work would be more effective and realizable some articles have been downloaded from internet. A conceptual framework has been made for completing the research work.

This research work is descriptive innovative and analytical. Samplings, exploited for this study are both probability and non probability sampling. The sample sizes are not so large the data/ information collected from those

primary and secondary sources are categorized, processed, explained analyzed and interpreted and then the conclusions of the different aspect of conflict have been made, finally recommendation are given to the different responsible stakeholders.

Summing up it is hope that this research study will help the administrators, management committee, and other policy makers of the college to identify the types, causes, impacts and measures of managing them. So it will be easy for them to run the college effectively. This study will make a way to other researchers for further researchers on conflict as well.

TABLE OF CONTENT

Recommendation Letter	I
Approval sheet	II
Acknowledgement	III
Abstract	IV
Table of Content	VI
Chapter One : Introduction	
1.1 Background of the study	1
1.2 Statement of problem	2
1.3 Significance of the study	3
1.4 Objectives of the study	4
1.5 Research Questions	4
1.6 Delimitation of the study	4
Chapter Two : Review of Literature and Theoretical Framework	
2.1 Review of Related Literature	6
2.2 Theoretical Frame-work	12
2.3 Educational implications	17
Chapter Three : Research Methodology	
3.1 The Research Design	18
3.2 Population Sampling	19
3.3 Source of Data	20
3.4 Research Methods and tools	20
3.5 Data Collection Procedures	20

3.6 Data Analysis and Interpretation Procedure	21
--	----

Chapter IV : Analysis and Interpretation of Data

4.1 Nature of conflicts among the different stakeholders in public colleges	22
4.2 Causes of conflicts in public college	32
4.3 Impact of conflict in public college	35
4.4 Measure to minimize and solve the conflicts	38

Chapter V : FINDINGS, CONCLUSION AND SUGGESTION

5.1 Summary and Findings	42
5.2. Conclusion:	45
5.3. Recommendations for the Management of Conflicts	46

REFERENCES

APPENDIX