



**UTM**  
UNIVERSITI TEKNOLOGI MALAYSIA

**SBSD1043-02**

**ORGANIZATIONAL BEHAVIOUR**

**STAGE OF CONFLICT**

**GROUP 9**

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For Pondy's model of organizational conflict, there are 5 stages of conflict which are latent conflict, perceived conflict, felt conflict, manifest conflict and conflict aftermath. The movie that we have seen, involves conflict is "The Secret Life of Pets".

Stage 1 is latent conflict. There is no actual conflict but the potential for conflict to arise is present. Sources of conflict can cause it to suddenly or gradually emerge.

In the movie "Secret Life of Pets", a dog owner, named Katie, she has a tiny dog, Max. Max and Katie treat each other very nicely. Max is a loyal dog. One day, Katie brought back a dog, Duke that she adopted from an animal control center. Katie asked Max to befriend with Duke and get along well.

Stage 2 is perceived conflict. This stage begins when one party becomes aware that its goals are thwarted. The conflict usually escalates as functions start to argue about the origin of the problem.

In the movie, Max showed an unwillingness to befriend and stay with Duke in the same house. Duke also enraged by Max's attitudes toward him unfriendly. Duke bullied Max. Duke rapped Max's bed and food. Max felt his life has been threatened as Duke came.

Stage 3 is felt conflict. During this stage, the parties in conflict develop negative, antagonistic feelings about each other.

Duke wanted to rap Max's everything and kick Max out. Max scared that he will be kicked out from the house and Duke will be the one who stays and win. Max and Duke hate each other. After that, they had a fight and became hostile towards each other. Cooperation between Max and Duke declined.

Stage 4 is manifest conflict. In this stage, the hostility between the parties in conflict leads them to engage in openly aggressive behaviors as both parties try to hurt each other and thwart each other's goals.

In the quarrel, Duke broke a vase. Max came up with an idea that he wanted to tackle Duke back aggressively. Then, Max broke many things in Katie's house. Max

wanted Katie to trust the messy situation was caused by Duke and kicked Duke out. Since Max gets along with Katie a very long time and Max did not do that naughty action. Duke forced to listen to Max's instructions in order to stay at Katie's house.

In the evening, there was a boy brought many dogs to include Max and Duke to take a stroll in a park. Max ordered Duke to listen to whatever he asked if Duke wanted to stay at Katie's house. Max did it over and Duke cannot endure listening to Max's order already. Duke fought back and then threw Max into a dustbin. Duke wanted to abandon Max in that alley directly.

Stage 5 is conflict aftermath. It takes place when there is some outcome of the conflict, such as a resolution to or dissolution of the problem.

After Max and Duke experienced many difficulties together and rescued each other. The conflict between them has been resolved. At the end, none of them has been kicked out of staying with their owner, Katie. Max and Duke get along well and stay with their owner with happiness.