

The purpose of this study was to find out relationship between the Conflict Management Strategies and Managerial Performance. The Conflict Management Strategies selected for this study were Integrating, Accommodating, Compromising, Forcing and Avoiding. The study investigated the relationships among five Behavioural Conflict-Handling Strategies and also their relationship with Constructive and Destructive Conflict. Besides this, the relationship of Destructive and Constructive Conflict with Managerial Performance was also studied. One forty two managers from three different cellular companies of Pakistan (i.e.) Mobilink, Ufone and Paktel participated in this study. The instrument administered was developed by Rahim (1983). This instrument measured the five conflict management styles and also their relationship with Destructive and Constructive Conflict. However, for measuring Managerial Performance the instrument used was developed by Lusch and Serpkenci (1990).

In this correlation study, percentages, means and standard deviations were used to analyze the data. And the results were calculated by using correlation analysis on the collected data. Empirical results both support and question some of the previous findings in conflict research. The results indicated that Integrating, Accommodating, Compromising, Forcing and Avoiding conflict-handling strategies could have different impacts on Constructive and Destructive Conflict in a Performance Context.

The findings of this study shed some light on the effect of various styles and revealed that the use of Accommodating and Integrating styles influence Managerial Performance in a positive way. Recommendations for further research were also provided.