



A Socio-Economic Perspective on Conflicts: Causes and Resolutions

Global Collaborative 2023 Summer Program

**June 27 to July 17
1:30pm – 4:30pm KST**

100% online course

Co-instructors:

Prof. Ram A. Cnaan, Ph.D. and Prof. Femida Handy Ph.D.

I. Course Purpose

This course examines different approaches to analyzing what constitutes a conflict, its nature, conflict resolution, and why some conflicts may be inevitable. We investigate the nature of different types of conflicts, from interpersonal to international, their underlying causes, dynamics, and consequences of conflicts. Moreover, we clarify the differences and similarities in interpersonal, intergroup, and international conflicts, which helps us understand the nature of the interventions that can be designed to resolve such conflicts. Using socio-economic theories and real-life examples can able us to contextualize conflicts and the potential conflict resolution strategies within the extant disputes in the field.

II. Course structure

The class will function in a seminar format. The class will meet five times a week from Tuesday June 27 to Monday July 17. (15 teaching days)

We start by focusing on critical issues of conflict, what constitutes a conflict, and the nature of the conflict, ranging from personal to international conflicts. We will then discuss issues related to conflict resolution ranging from individual to social, political to global. Conflicts related to students' problems and experiences from Korea or abroad will be integrated with course content. We will also discuss critical issues in social sciences research methods, emphasizing data generation and modes of knowledge generation.

The principal teaching methods will involve a seminar format. Students must review the literature, participate in discussions, and make class presentations.

Every session will include group work.

We will require students working in groups to discuss an assigned topic, summarize their discussion, and present a summary to the class. There may also be the weekly and final group assignments.

III. Educational objectives

1. To understand what defines a conflict and how conflicts range from personal to international.
2. To understand the importance of conflict resolution for individuals, groups, organizations, and nations.
3. To understand the context in which the conflict arises: families, workplace, specified groups, etc.
4. To understand the complexity and unique nature of managing conflicts.
5. To analyze a conflict situation and understand its history, nature, type, development, and impact.
6. To understand the difficulties and variations arising in conflict resolutions.

IV. Course requirements

Students are expected to:

1. Come to class prepared, having read the assigned readings prior to each class.
 - *Note—missing more than three classes for whatever reason will result in failing the course.*
2. Participate actively and relevantly in class discussions and assigned exercises.
3. Participate in and make required presentations of group assignments.
4. Demonstrate an integration of theory with real-life examples.

V. Bases for Evaluation of Students:

- Class participation: attendance, oral participation, participation in exercises, and peer discussion of group assignments (pre-requisite to obtaining a passing grade).
- Quality of written and oral presentation of final assignment: all papers should be senior level quality, well documented using APA format and submitted on time (50%).
- Weekly group presentations (50%; 25% each of the first two weeks).

VI. Required and suggested readings

Required reading appears in the course overview below. Each student is expected to read the assigned reading before coming to class.

Additional reading may be assigned during the course.

The recommended list of reading at the end of this course outline may help for class presentations and the final assignment.





VI. Course Outline



Session 1. (6/27 Tuesday)

Overview

- A. Introduction of professors to class and class participants to the professors.
- B. Review of course purpose and requirements.
- C. Conflict: Definitions and distinctions. (Class discussion).
- D. Student perceptions of the role of conflict in private life and society.
- E. Division of assignments.

Session 2. (6/28 Wednesday)

What is a conflict? A general introduction

- **Group Exercise:** Your definition of a conflict- with an example
- Definitions of conflicts: Disagreement Conflicts to Ethical conflicts
- Mapping conflicts:
 - Interpersonal: Inter-role conflicts of motherhood and employee
 - Intragroup: Professional code of conduct (COC) and workplace COC
 - Intergroup: Group membership by birth, compulsory or voluntary-: discrimination, bias, bullying, and factionalism
 - International: Violent (wars) and non-violent (trade barriers, sanctions)
 - Global conflicts: Climate Change

Session 3. (6/29 Thursday)

Family Conflicts: It's all in the Family.

Readings:

Mihelic, K. K., & Tekavcic, M. (2014). Work-family conflict: A review of antecedents and outcomes. *International Journal of Management & Information Systems (IJMIS)*, 18(1), 15-26.

- **Group Exercise:** Select, discuss and present a family conflict.
- Family conflicts: Nature and consequences.
- Intergenerational conflicts: Grandparents, Parents and Children.
- Family and work conflicts: Spouses and Children.

Session 4. (6/30 Friday)

Group Work: Summarizing Family Conflicts

- Working in group to present conflict related to family.
- **Coming up with the idea** of a group presentation regarding interpersonal conflict related to a family conflict.
- **Searching for resources.** Feel free to use personal experiences or that from the newspapers or periodicals.
- **Preparing a 15-minute presentation** using PPTs or other media options.

Session 5 (7/3 Monday)

Workplace conflicts (Part 1)

Readings:

Gallo, A. (2016). How to disagree with someone more powerful than you. *Harvard Business Review*, 17. <https://hbr.org/2016/03/how-to-disagree-with-someone-more-powerful-than-you>

Strother, J. (June, 2008), Korean blind masseurs fight to save their license to work *The Economist*. <https://www.dw.com/en/korean-blind-masseurs-fight-to-save-their-licence-to-work/a-5213757>

- **Student Presentation (From Session 4)**
- Status conflicts: Who is in charge?
- Task conflicts: What needs to be done?
- Process conflicts: How is the task to be done?
- Relationship conflict: What emotions are being expressed?

Session 6. (7/4 Tuesday)

Workplace conflicts (Part 2)

Readings:

Borrow, E. (June-July 2017) The man trap. *The Economist* 1843, 90–95.
<https://www.economist.com/1843/2017/06/29/the-man-trap>

- **Group Exercise:** Select, discuss and present a workplace conflict from categories below:
- Bullying
- Discrimination
- Factionalism
- Lawsuits

Session 8. (7/5 Wednesday)

Intergroup Conflicts

Readings:

- Brewer, M. B. (1999). The psychology of prejudice: Ingroup love and outgroup hate? *Journal of social Issues*, 55(3), 429-444.
- Brewer, M. B. (2001). Ingroup identification and intergroup conflict. *Social identity, intergroup conflict, and conflict reduction*, 3, 17-41.

- **Group Exercise:** Select, discuss, and present an intergroup conflict.
- Ingroups and outgroups: Is conflict inevitable?
- Groups by Choice or Birth.
- Groups size and context: Local, National, or International.
- Causes, behaviors, and outcomes.

Session 7. (7/6 Thursday)

Causes of Intergroup Conflicts

Readings:

- Coutant, D. K., Worchel, S., & Hanza, M. (2011). Pigs, slingshots, and other foundations of intergroup conflict. In D. Bar-Tal (Ed.), *Intergroup conflicts and their resolution: A social psychological perspective* (pp. 1-21). Psychology Press. DOI:10.4324/9780203834091
- Schumpeter. (June 11, 2021) Big business v big labour: American unions are reasserting their power. American companies are working out how to respond *The Economist*.
<https://www.economist.com/business/2021/12/11/big-business-v-big-labour>

- **Group Exercise:** Select, discuss, and present and intergroup conflict focusing on the cause of the conflict the behaviors and the outcomes.
- Lack of Communication.
- Relative Deprivation.
- Belief of being Superior /Inferior.
- Respect for differences.
- Harm done in the Past.
- Competition.

Session 9. (7/7 Friday)

Group Work: Summarizing Group Conflicts

Working in group to present conflict related to Group conflicts.

- **Coming up with the idea** of a group presentation regarding group-based conflict
- **Searching for resources.** Feel free to use personal experiences or that from the newspapers or periodicals.
- **Preparing a 15-minute presentation** using PPTs or other media options.

Session 10. (7/10 Monday)

The Israeli-Palestinian Conflict: An Overview

Readings:

Benziman, Y. (2021). Negotiating with a So-called ‘Non-Partner’: Lessons from Palestinian-Israel Negotiation Practices (2000–2020), *International Negotiation*, 26(3), 479-498. doi: <https://doi.org/10.1163/15718069-BJA10037>

- **Student Presentation (From Session 9)**
- The region before 1917; the Ottoman Empire.
- The British mandate (1917-1948).
- The evolution of two conflicted nations.
- The war of independence/Naqba.
- The first years of Israel (1948-1967).
- Six-day War & the Yom Kippur War.
- Palestinians in the Occupied Territories and Israeli Arabs.
- Prolonged discrimination & oppression.

Session 11. (7/11 Tuesday)

Intergroup Contact Theory I

Readings:

Pettigrew, T. F., Tropp, L. R., Wagner, U., & Christ, (2011). Recent advancement in intergroup contact theory. *International Journal of Intercultural Relations*, 35(43), 271-280.

- My experience with people with severe learning disabilities.
- The dehumanization of the other.
- Gordon Allport and the challenge to integrate the American Army.
- The four required elements of Intergroup Contact Theory (ICT).
- The three additional required elements.
- Where was ICT applied successfully.
- Applying few of ICT key elements.
- Applying ICT to volunteering.

Session 12. (7/12 Wednesday)

Intergroup Contact Theory II

Readings:

Maoz, I. (2011). Does contact work in protracted asymmetrical conflict? Appraising 20 years of reconciliation-aimed encounters between Israeli Jews and Palestinians. *Journal of Peace Research*, 48, 115-125. DOI:10.1177/0022343310389506

- **Group exercise:** Select, discuss, and present why ICT failed in Israel/Palestine.
- The North Ireland case of conflict resolution.
- Why the success in north Ireland?
- Where was ICT applied successfully in national setting.
- Cease fire, truce, and peace agreements.
- Can enemy people/countries reconcile?
- My soldier story.

Session 13. (7/13 Thursday)

International Conflicts I

Readings:

Kathman, J., & Benson, M. (2019). Cut short? United Nations peacekeeping and civil war duration to negotiated settlements. *Journal of Conflict Resolution*, 63(7), 1601–1629. <https://doi.org/10.1177/0022002718817104>

- **Group Exercise:** Select, discuss, and present an international conflict.
- Nations and national identity.
- The creation of borders.
- Can nations reach peace on their own?
- The Israel -Egypt peace contract.
- The role of the United Nations.
- Strong countries as the police of nations.
- International tribunal courts.

Session 14. (7/14 Friday)

International Conflicts and resolution

Readings:

Follesdal, A. (2020), Survey Article: The Legitimacy of International Courts. *Journal of Political Philosophy*, 28, 476-499. <https://doi.org/10.1111/jopp.12213>

- **Group exercise:** Select, discuss, and present an international conflict resolution.
- History of wars and peace among nations.
- The age hypothesis of conflict and war.
- Review of final presentation requirements.

Final Session

- Students' presentations of final papers.
- Course review and summary.
- Celebration and farewell!



Suggested Readings

- Abu-Nimar, M. (2001). Conflict resolution, culture, and religion: Toward a training model of interreligious peacebuilding. *Journal of Peace Research*, 38, 685-704.
- Allen, T. D., Johnson, R. C., Saboe, K. N., Cho, E., Dumani, S., & Evans, S. (2012). Dispositional variables and work–family conflict: A meta-analysis. *Journal of vocational behavior*, 80(1), 17-26.
- Allport, G. (1954). *The nature of prejudice*. Cambridge, MA: Addison Wesley.
- Ayoko, O. B., Callan, V. J., & Härtel, C. E. (2003). Workplace conflict, bullying, and counterproductive behaviors. *The International Journal of Organizational Analysis*, 11(4), 283-301.
- Bliuc, A., Faulkner, M., Jakubowicz, A., & McGarty, C. (2018). Online networks of racial hate: A systematic review of 10 years of research on cyber-racism. *Computers in Human Behavior*, 87, 75-86. <https://doi.org/10.1016/j.chb.2018.05.026>
- Böhm, H., Rusch, H., & Baron, J. (2020). The psychology of intergroup conflict: A review of theories and measures. *Journal of Economic Behavior & Organization*, 178, 947-962. <https://doi.org/10.1016/j.jebo.2018.01.020>
- Boin, J, Rupar, M, Graf, S, Neji, S, Spiegler, O, Swart, H. (2021). The generalization of intergroup contact effects: Emerging research, policy relevance, and future directions. *Journal of Social Issues*, 77, 105– 131. <https://doi.org/10.1111/josi.12419>
- Borrow, E. (June-July 2017) The man trap. *The Economist* 1843, 90–95. <https://www.economist.com/1843/2017/06/29/the-man-trap>
- Brewer, M. B. (1999). The psychology of prejudice: Ingroup love and outgroup hate? *Journal of social Issues*, 55(3), 429-444

- Brewer, M. B. (2001). Ingroup identification and intergroup conflict. *Social identity, intergroup conflict, and conflict reduction*, 3, 17-41.
- Brewer, M. B. (2017). Intergroup discrimination: Ingroup love or outgroup hate? In C. G. Sibley & F. K. Barlow (Eds.), *The Cambridge handbook of the psychology of prejudice* (pp. 90–110). Cambridge University Press. <https://doi.org/10.1017/9781316161579.005>
- Brown, K. T., Brown, T. N., Jackson, J. S., Sellers, R. M., & Manuel, W. J. (2003). Teammates on and off the field? Contact with Black teammates and the racial attitudes of White student athletes. *Journal of Applied Social Psychology*, 33(7), 1379–1403.
- Caspi, A. (1984). Contact hypothesis and interage attitudes: A field study of cross-age contact. *Social Psychological Quarterly*, 47, 74-80.
- Chang, L. W., Krosch, A. R., & Cikara, M. (2016). Effects of intergroup threat on mind, brain, and behavior. *Current Opinion in Psychology*, 11, 69-73.
<https://doi.org/10.1016/j.copsyc.2016.06.004>
- Coleman, J. (1988). "Social Capital in the Creation of Human Capital". *American Journal of Sociology* Supplement 94: S95-S120.
- Coutant, D. K., Worchel, S., & Hanza, M. (2011). Pigs, slingshots, and other foundations of intergroup conflict. In D. Bar-Tal (Ed.), *Intergroup conflicts and their resolution: A social psychological perspective* (pp. 1-21). Psychology Press.
DOI:10.4324/9780203834091
- Desforges, D. M., Lord, C. G., Ramsey, S.L., Mason, J.A., & Van Leeuwen, M.D. (1991). Effects of structured cooperative contact on changing negative attitudes toward stigmatized social groups. *Journal of Personality and Social Psychology*, 60, 531-544.
- Dessel, A. B. (2010). Effects of intergroup dialogue: Public school teachers and sexual

- orientation prejudice. *Small Group Research*, 41(5), 56-592.
<https://doi.org/10.1177/1046496410369560>
- Dewey, J. (1927). *The public and its problems*. Oxford, UK: Oxford University Press.
- Dovidio, J. F., & Gaertner, S. L. (2010). Intergroup bias. In S. T. Fiske, D. T. Gilbert, & G. Lindzey (Eds.), *Handbook of social psychology* (pp. 1084–1121). John Wiley & Sons.
<https://doi.org/10.1002/9780470561119.socpsy002029>
- Drew, B. (1988). *Intergenerational contact in the workplace: An anthropological study of relationships in the secondary labor market*. PhD thesis. Rutgers Univ., New Brunswick, NJ.
- Eliasoph, N. (1998). *Avoiding politics: How Americans produce apathy in everyday life*. Cambridge, UK: Cambridge University Press.
- Follesdal, A. (2020), Survey Article: The Legitimacy of International Courts. *Journal of Political Philosophy*, 28, 476-499. <https://doi.org/10.1111/jopp.12213>
- Gallo, A. (2016). How to disagree with someone more powerful than you. *Harvard Business Review*, 17. <https://hbr.org/2016/03/how-to-disagree-with-someone-more-powerful-than-you>
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *Academy of management review*, 10(1), 76-88.
- Goldscheider, F. & Goldscheider, C. (1989). Family structure and conflict: Nest-leaving expectations of young adults and parents. *Journal of Marriage and the Family*, 87-97.
- Halperin, E., & Sharvit, K. (2015). Eds. *The social psychology of intractable conflicts: Celebrating the legacy of Daniel Bar-Tal*. Switzerland: Springer.
- Handy, F., & Cnaan, R. A. (2007). The role of social anxiety in volunteering. *Nonprofit*

- Management and Leadership*, 18(1), 41-58.
- Henderson, L., & Zimbardo, P. (2001). *Shyness, social anxiety, social phobia*. In S. G. Hofmann, & P. M. DiBartolo (eds). *From social anxiety to social phobia: Multiple perspectives*. Allyn & Bacon.
- Herek, G. M., & Capitano, J. P. (1996). "Some of my best friends": Intergroup contact, concealable stigma, and heterosexuals' attitudes toward gay men and lesbians. *Personality and Social Psychology Bulletin*, 22, 412-424.
- Hogg, M. A., & Hains, S. C. (1996). Intergroup relations and group solidarity: Effects of group identification and social beliefs on depersonalized attraction. *Journal of Personality and Social Psychology*, 70, 295-309.
- Hopkins, N., & Kahani-Hopkins, V. (2006). Minority group members' theories of intergroup contact: A case study of British Muslims' conceptualizations of 'Islamophobia' and social change. *British Journal of Social Psychology*, 45, 245-264.
- Lee, B. A., Farrell, C. A., & Link, B. G. (2004). Revisiting the contact hypothesis: The case of public exposure to homelessness. *American Sociological Review*, 69, 40-63.
- Kathman, J., & Benson, M. (2019). Cut short? United Nations peacekeeping and civil war duration to negotiated settlements. *Journal of Conflict Resolution*, 63(7), 1601-1629. <https://doi.org/10.1177/0022002718817104>
- Maoz, I. (2004). Coexistence is in the eye of the beholder: Evaluating intergroup encounter interventions between Jews and Arabs in Israel. *Journal of Social Issues*, 60(2), 403-418.
- Maoz, I. (2004). Peace building in violent conflict: Israeli-Palestinian post Oslo people to people activities. *International Journal of Politics, Culture and Society*, 17(3), 563-574.
- Massey, D. S., & Denton, N. A. (1993). *American apartheid: Segregation and the making of the*

- underclass*. Cambridge, MA: Harvard University Press.
- MacDonald, G., & Leary, M. R. (2005). Why does social exclusion hurt? The relationship between social and physical pain. *Psychological bulletin*, *131*(2), 231-236.
- Mihelic, K. K., & Tekavcic, M. (2014). Work-family conflict: A review of antecedents and outcomes. *International Journal of Management & Information Systems (IJMIS)*, *18*(1), 15-26.
- Molina, L. E., Tropp, L. R., Goode, C. (2016). Reflections on prejudice and intergroup relations. *Current Opinion in Psychology*, *11*, 120-124.
<https://doi.org/10.1016/j.copsyc.2016.08.001>
- Nie, N. H. (2001). *Sociability, interpersonal relations, and the Internet: Reconciling conflicting findings*. *American Behavioral Scientist*, *45*(3), 420–35.
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- Pettigrew, T. F., Tropp, L. R., Wagner, U., & Christ, (2011). Recent advancement in intergroup contact theory. *International Journal of Intercultural Relations*, *35*(43), 271-280.
- Portes, A. (1998). Social capital: Its origins and Applications in modern sociology. *Annual Review of Sociology*, *24*, 1-24.
- Putnam, R. D. (January 1995). Bowling alone: America’s declining social capital. *Journal of Democracy*, *6*(1), 65–78.
- Salomon, G. (2013). Lessons from research on peace education in Israel/Palestine. *Asian Journal of Peace building*, *1*(1), 1-15.
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<https://www.economist.com/business/2021/12/11/big-business-v-big-labour>

- Spears, R. (2010). Group rationale, collective sense: Beyond intergroup bias. *British Journal of Social Psychology*, 49(1), 1-20. <https://doi.org/10.1348/014466609X481308>
- Stephan, W. G., & Stephan, C. W. (1984). The role of ignorance in intergroup relations. In N. Miller & M. B. Brewer (Eds.), *Groups in contact: The psychology of desegregation* (pp. 229-255). Los Angeles: Academic Press.
- Strother, J. (June, 2008), Korean blind masseurs fight to save their license to work *The Economist*. <https://www.dw.com/en/korean-blind-masseurs-fight-to-save-their-licence-to-work/a-5213757>
- Turner, R. N., & Crisp, R. J. (2010). Imagining intergroup contact reduces implicit prejudice. *British Journal of Social Psychology*, 49(1), 129-142. <https://doi.org/10.1348/014466609X419901>
- Van Zomeren, M., Fischer, A. H., & Spears, R. (2007). Testing the limits of tolerance: How intergroup anxiety amplifies negative and offensive responses to out-group-initiated contact. *Personality and Social Psychology Bulletin*, 33(12), 1686-1899.
- Weisel, O., & Böhm, R. (2015). “Ingroup love” and “outgroup hate” in intergroup conflict between natural groups. *Journal of Experimental Social Psychology*, 60, 110-120.
- Werth, J. L., & Lord, C. G. (1992). Previous conceptions of the typical group member and the contact hypothesis. *Basic Applied Social Psychology*, 13, 351-369. <https://doi.org/10.1016/j.jesp.2015.04.008>
- Zhao, E. Y., Thatcher, S. M., & Jehn, K. A. (2019). Instigating, engaging in, and managing group conflict: a review of the literature addressing the critical role of the leader in group conflict. *Academy of Management Annals*, 13(1), 112-147.

Websites and Podcasts of interest

Website:

Global Conflict tracker <https://www.cfr.org/global-conflict-tracker>)

Podcast:

Amy Gallo, author of the “HBR Guide to Managing Conflict at Work.

https://hbr.org/podcast/2015/11/4-types-of-conflict-and-how-to-manage-them.html?gclid=CjwKCAjwm-fkBRBBEiwA966fZKLTzb0KjvnL9IM4SIZLUwGVKAR_VV8zbIeKnRWNvpDuEOZ_JkSZexoCIK4QAvD_BwE