



Moves in Dyadic Task Conflict:

Integrating the Effects of Self Salience and Opponent's Stance

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Abstract

Research on conflict and negotiation has focused on how personal and social factors influence people's goals, perceptions, and behaviors in the process, but rarely are these factors conceptualized to function simultaneously. An integrated framework based on both personal and opponent factors in dyadic task conflict was proposed to understand contending and yielding moves of a conflict party. Specifically, the framework hypothesized a conflict party's personal self salience to be associated with self-enhancement processes, whereas relational self salience to be associated with complementary processes in conflict moves. The exact move pattern would be determined by the combination of self salience and the stance displayed by the opponent. The framework was supported based on scenario responses in Studies 1 and 2 using two different sets of dispositional measures to tap chronic self salience. In Study 3, an interaction between chronic and manipulated self salience was found in predicting actual conflict moves in an experimentally induced conflict. Results illustrate the importance of adopting an integrated perspective to understand interpersonal dynamics.

Biography

Dr. Al Kin-Chung Au received his first degree in Psychology at the University of Hong Kong. He then completed a master degree in industrial-organizational psychology at the Chinese University of Hong Kong and a PhD at the University of Hong Kong. His main research interests concern with interpersonal processes including conflict and negotiation as well as trust and leader-member exchange in organizations. Other research interests include social cognition and cross-cultural psychology. He is now a visiting fellow of the Department of Psychology, National University of Singapore.

~~~~~ All Are Welcome ~~~~~