



ISSN NO. 2320-5407

ISSN(O): 2320-5407 | ISSN(P): 3107-4928

International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

REVIEWER'S REPORT

Manuscript No.: IJAR-57943

Title: The Impact of Employee Conflict on Organizational Performance: A Conceptual Review.

Recommendation:

- Accept as it is
- Accept after minor revision.....
- Accept after major revision
- Do not accept (*Reasons below*).....

Rating	Excel.	Good	Fair	Poor
Originality				
Techn. Quality				
Clarity				
Significance				

Reviewer's I D: JPR-

Dr . Himanshu Gaur

Detailed Reviewer's Report

This paper, titled “*The Impact of Employee Conflict on Organizational Performance: A Conceptual Review*,” provides a comprehensive examination of the relationship between workplace conflict and organizational effectiveness. The authors classify employee conflict into three major forms—task conflict, interpersonal (relationship) conflict, and process conflict—and analyze their influence on organizational outcomes. The review highlights that interpersonal and process conflicts generally have negative consequences, including reduced trust, poor communication, lower employee morale, increased stress, and decreased productivity. In contrast, task conflict may produce positive outcomes when managed constructively, as it can stimulate creativity, critical thinking, innovation, and improved decision-making. The study emphasizes that the effects of conflict depend largely on its management rather than its mere existence. Effective conflict management strategies such as transparent communication, fair leadership, mediation mechanisms, role clarity, and employee training are identified as essential tools for transforming conflict into a constructive force. The paper contributes to the fields of organizational behavior and human resource management by presenting a structured conceptual framework that explains how different types of employee conflict affect organizational performance and underscores the importance of proactive conflict resolution in achieving organizational success.