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СТУДЕНТІВ, АСПІРАНТІВ, ВИКЛАДАЧІВ ТА СПІВРОБІТНИКІВ**

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**INFLUENCE OF GENDER ON THE DOMINANT STRATEGY**  
**OF BEHAVIOR IN CONFLICT SITUATION**

Conflicts are an integral part of human life. Ancient philosophers wrote about the conflict not even using this word. Some of them judged quarrels and clashes between people and advised to avoid them. Dialectics, on the contrary, emphasized that the truth is born in disputes, that collisions and contradictions are the driving force of any change and development [2, 144].

Modern conflict theories keep dichotomy regarding the problem of human interaction conflict [5]. On the one hand, these are T. Parsons, E. Durkheim, E. Mayo, who in their theoretical works emphasize the stability of society, considering the conflict as only a certain deviation, a «disease» of human relations. On the other hand, there are theories of K. Marx, M. Weber, V. Pareto, R. Darendorf, in which the conflict is considered as a necessary factor in explaining social processes and changes. As a result of such a division of concepts of social development, there are two independent varieties of conflict theory – functionalism and conflict sociology.

The general approach to the definition of conflict is to define it through contradictions as a more general concept, and it is mainly because of a social contradiction [3, 5].

The term «conflict» comes from the Latin word «conflictus» – a collision. The definition of this term, existing in various modern encyclopedias, can be reduced to the following ones:

- a state of open, often protracted struggle;

- a state of disharmony in the relationships between people, ideas and interests;
- mental struggle on the basis of the internal contradicting desires of a person;
- emotional stress, etc. [1, 208-112].

Traditionally, conflictologists distinguish five main strategies of behavior in conflict situations described by K. Thomas, although in scientific works they may have slightly different names:

- 1) dominance (rivalry, competition, struggle);
- 2) cooperation (joint work, cooperation, integration);
- 3) evasion (avoidance, neglect);
- 4) adaptation (adaptability);
- 5) compromise.

These strategies vary depending on the orientation of the parties to the conflict to realize their own goals or the partner's goals.

**The purpose of this research** is to study students' behavior strategies in the conflict with the help of mathematical data processing methods.

**The object of research** is psychological characteristics of the students' personality.

**The subject of research** – choosing a strategy of behavior in conflict a personality, considering student youth as an example.

The following **methods of research** were used to fulfill the tasks: theoretical analysis of scientific sources, methods for collecting empirical data (The Thomas-Kilmann Conflict Mode Instrument (TKI) and methods of mathematical processing of data.

**Hypothesis of research:** we assume that there is a difference in the choice of the dominant strategy of behavior in a conflict depending on the gender of the individual.

The psychological diagnostics of 70 people studying at Sumy State University at different faculties and years was conducted for the practical research of the given theme. The study covered students aged from 17 to 21 years old (including 17 and 21). A sample of respondents brought together two subgroups: a subgroup of girls of

different majors and a subgroup of boys of different majors. Such a sample provides the possibility to identify gender differences between choosing a strategy of behavior in conflict.

TKI was adapted by N. V. Grishina like a questionnaire «Strategies of Behavior in Conflict Situations» and is used to study the personal inclination to conflict behavior and to identify a particular behavior strategy. K. Thomas distinguishes the following types of behavior in a conflict situation [4].

Analyzing the obtained mean values for behavior strategies in conflict situations (Table 1) it should be noted that the dominant strategy is a compromise, and the smallest tendency of the sample is to compete. Collaboration strategies, evasion and adaptation strategies are at medium levels. There are no significant differences in gender, but the subgroup of young men is more competitive than a subgroup of girls, that is, young men seek to defend their views and beliefs; the smallest tendency in this subgroup is observed through cooperation, which suggests that young men are not ready to sacrifice their resources for the sake of mutual benefit. The subgroup of girls, on the contrary, shows a lesser tendency to compete and, more than the young men, tend to evasion, that is, girls try to avoid conflicts and tend to yield.

Table 1. Average values of behavioral strategies in conflict situations, taking into account gender characteristics

Parameter	General Results	Results of subgroup of boys	Results of subgroup of girls
Competition	4,442	5,057	3,828
Cooperation	5,8	5,628	5,971
Compromise	7,214	7,142	7,285
Evasion	6,314	6,057	6,571
Adaptation	6,171	6,171	6,171

By standard deviation of behavior strategies in conflict situations (Table 2), similarly, there is no significant dispersion by indicators. The largest dispersion is observed by the parameter «competition», and the least by the indicator «cooperation».

On a gender basis, there is also a slight difference: in the boys group there is more dispersion by the indicator of «compromise» than in the subgroup of girls. For girls, more dispersion is observed in the indicator of «adaptation» than for the subgroup of boys.

Table 2. Standard deviation for behavioral strategies in conflict situations with gender characteristics

Parameter	General Results	Results of subgroup of boys	Results of subgroup of girls
Competition	2,892	2,645	3,033
Cooperation	1,638	1,816	1,444
Compromise	1,824	2,102	1,525
Evasion	1,773	1,513	1,989
Adaptation	2,334	2,134	2,549

According to the indicators of conflict behavior strategies, deviations from the average are observed (Table 3), but in their majority, they are also negligible. The largest deviation is observed within the parameter «competition», the least – by the parameter «cooperation». In the subgroup of boys there is a greater variation within the «compromise» parameter, in girls – by the parameter «adaptation».

Table 3. Dispersion of behavior strategies in conflict situations, taking into account gender characteristics

Parameter	General Results	Results of subgroup of boys	Results of subgroup of girls
Competition	8,366	6,996	9,2
Cooperation	2,684	3,299	2,08
Compromise	3,33	4,42	2,327
Evasion	3,146	2,29	3,957
Adaptation	5,448	4,557	6,499

There are no significant differences between all subgroups in the studied sample, however subgroup of girls, on the contrary, shows a lesser tendency to compete and, more than the young men, tend to evasion, that is, girls try to avoid conflicts and tend to yield; in the subgroup of boys there is a greater variation within the «compromise» parameter, in girls – by the parameter «adaptation».

Thus, the hypothesis is partially confirmed, because there is a difference in the choice of the dominant strategy of behavior in a conflict depending on the gender of the individual.

The perspectives of further research include studying detailed peculiarities of influence of gender on the dominant strategy of behavior in a conflict situation.

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