

**THE CONFLICT OF CHARACTERS IN JOYCE’S SELECTED
SHORT STORIES**



THESIS

*Submitted to the Faculty of Cultural Sciences, Hasanuddin University
in Partial Fulfillment of Requirement to Thesis
in English*

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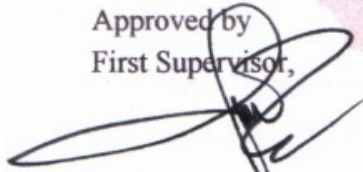
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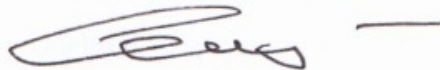
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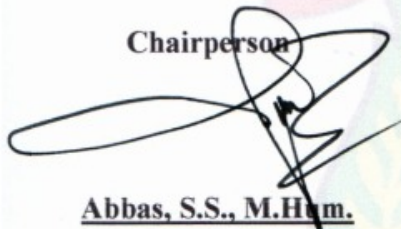
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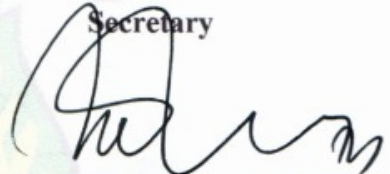
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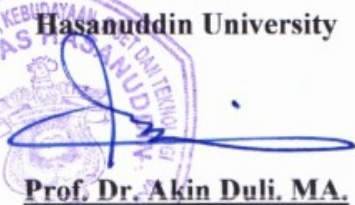
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Submitted in fulfillment one of the requirements of undergraduate thesis examination to obtain Sarjana Sastra (S.S) Degree at the English Department, Faculty of Cultural Sciences, Hasanuddin University.

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Sri Ayu Merdekawati

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Finally, the writer realizes that the thesis is still far from perfection. For the reason, the writer expects the constructive critics and suggestion for the improvement of this thesis.

Makassar, 30th June 2021
The writer,

Sri Ayu Merdekawati

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ABSTRAK

Sri Ayu Merdekawati. 2021. *The Conflict of The Characters in Joyce's Selected Short Stories*. (Dibimbing oleh **Abbas** dan **M. Syafri Badaruddin**).

Skripsi ini bertujuan untuk menjelaskan konflik pada karakter pada *Eveline*, *A Little Cloud*, dan *A Painful Case* oleh James Joyce. Penelitian ini juga bertujuan untuk menentukan konflik dan penyelesaian konflik yang dihadapi para tokoh fiksi dalam tiga cerita pendek tersebut.

Penelitian ini menggunakan Pendekatan Strukturalisme untuk menganalisis penokohan, alur, latar, dan tema dalam tiga cerita pendek karya James Joyce. Penulis menggunakan teori konflik untuk menjelaskan konflik yang terjadi dalam tiga cerita pendek dan penyelesaian konflik tersebut. Selain itu, penulis juga menggunakan metode kualitatif dan deskriptif dalam menganalisis data. Sumber data penelitian adalah cerita pendek *Eveline*, *A Painful Case*, and *A Little Cloud* karya James Joyce.

Hasil penelitian menunjukkan terdapat tiga jenis konflik internal yang dihadapi oleh para tokoh fiksi pada cerita pendek *Eveline*, *A Little Cloud*, and *A Painful Case*. Konflik ini diklasifikasikan berdasarkan teori konflik Lewin dan penghindaran dalam konflik internal, yakni konflik pendekatan-pendekatan, konflik penghindaran-pendekatan, dan konflik penghindaran-penghindaran. Penyelesaian konflik terdiri atas gaya kura-kura, gaya hiu, gaya kancil, gaya rubah, dan gaya burung hantu. Penyelesaian konflik dalam the short story *Eveline* oleh tokoh Eveline menggunakan gaya kura-kura. Kemudian dalam cerita pendek *A Painful Case* oleh tokoh Chandler, konflik diselesaikan dengan menggunakan gaya hiu. Selanjutnya, gaya kura-kura digunakan oleh tokoh Duffy untuk menyelesaikan konflik pada cerita pendek *A Little Cloud*.

Kata Kunci: *Konflik, Pendekatan Strukturalisme, Cerita Pendek (Eveline, A Little Cloud dan A Painful).*

ABSTRACT

Sri Ayu Merdekawati. 2021. *The Conflict of Characters in Joyce's Selected Short Stories*. (Supervised by **Abbas** and **M. Syafri Badaruddin**).

This thesis aims to explain the conflict of the characters in the short stories *Eveline*, *A Little Cloud*, and *A Painful Case* by James Joyce. This study also determines the conflict and conflict resolution faced by the fictional characters in the three short stories.

This study uses the Structuralism Approach to analyze the character, plot, setting, and theme in the three short stories. The writer applies the theory of conflict to explain the conflict that occurs in the three short stories and how the characters to solve the conflict. In addition, the writer also uses qualitative and descriptive methods in analyzing the data. The data source in this study is the short stories *Eveline*, *A Painful Case*, and *A Little Cloud* by James Joyce.

The results of this study showed that there were three types of internal conflicts faced by fictional characters in the short stories *Eveline*, *A Little Cloud*, and *A Painful Case*. These conflicts are classified based on Lewin's conflict theory of approach-avoidance in internal conflict, namely approach-approach conflict, approach-avoidance conflict, and avoidance-avoidance conflict. Conflict resolution consists of turtle style, shark style, mouse deer style, fox style, and owl style. Conflict resolution in the short story *Eveline* by Eveline uses turtle style. Later in short story *A Painful Case* by Chandler, conflicts are resolved using shark style. Furthermore, the turtle style is used by Duffy to resolve conflicts in short story *A Little Cloud*.

Keywords: *Conflict, Structuralism Approach, Short Stories (Eveline, A Little Cloud and A Painful)*

CHAPTER I

INTRODUCTION

1.1 Background

The order of society is built on the interaction between human and human in social life that creates situations of complexity. Human in the face of complex situations require arrangements in various forms of interaction such as law, politics, economics, education, and others that slowly creates culture and civilization. Historically, human create cultures and civilizations to regulate their interactions in the form of social institutional settings. Human beings as dynamic beings have adversity of cultures and civilizations between each group, ethnic, nation, and country according to their desired purpose. However, culture and civilization are not always able to survive continuously because there was a time of collapse when each individual and group had different life goals that could no longer be harmonized. This difference in life's purpose is the main basis for conflict between mankind.

Conflict is a social fact that arises in human interaction and can bring benefits, but conflict can also end in ugliness. Conflicts that bring benefits are differences of views or thoughts that are aligned in order to find a better solution to life, while conflicts that end in ugliness are differences of views or thoughts that each party wants to maintain its desires so that the space of difference is wider and fail to find a solution. Conflicts that befall humans can be categorized into four types as said by Lukens (2003: 100-104) such as individuals conflict with themselves, individual conflicts with other individuals, individual conflicts with society, and individuals against nature.

Conflict as a social fact becomes an issue that attracts many experts to be analyzed in various is life such as politics, law, economics, education, art, literature, and others. In the field of literature, the author makes conflicts between fictional characters as an imaginative medium in building issues in literary works. There are generally literary works, especially those in the form of prose and drama has conflicts between the characters of the story because the author makes conflict as a space to convey ideas, thoughts, and ideas. Through conflicts in fictional characters as well as conflicts between story characters, a literary author builds awareness of literary readers like James Joyce in his literary works.

James Joyce is an Irish writer who writes many literary works, including a collection of short stories entitled *Dubliners* published in 1914. Joyce is the author of realist literature that reflects the imaginative ideas of events that exist in people's lives. The writers of this literary study selected three short stories from James Joyce's collection of *Dubliners* short stories, *Eveline*, *A Painful Case*, and *A Little Cloud*. These short stories describe conflicts in the characters that can be traced as documentation of the author's thoughts on conflict in human life.

In *Eveline*, Joyce describes the internal conflict of a woman named Eveline who is faced with a difficult choice. The complexity of her choice was to remain in Dublin to carry out her duties as a girl in accordance with her promise to her dead mother or start a new life with her lover named Frank. Then *A Painful Case* follows the inner conflict experienced by Mr. Duffy who has a forbidden love withers. Sinico and his dismay over Mrs. Sinico's death. Mr. Duffy is confused between the complicated options of staying alive with the woman he loves or starting a new relationship with another woman. Next, *A Little Cloud* tells the story of A Little

Chandler's jealousy towards Gallagher, his friend whom he had just met. A Little Chandler compares his life to that of his friend, Gallagher from various aspects of life such as success, career, and marriage. The conflict begins when Chandler thinks of his miserable life and tries to live independently as Gallagher did, but he cannot escape from his little house as quoted in the story, "*He couldn't do anything. The wailing of the child pierced the drum of his ear. It was useless, useless! He was a prisoner for life*" (Joyce, 1993: 59).

The events that befell the fictional characters in the three short stories in James Joyce's collection of *Dubliners* short stories attracted the attention of the writer to explore more about the types and phenomena of conflict that occur from these fictional characters. The phenomenon often occurs in real life, when a person is faced with several choices that create a dilemma. Essentially a literary work is a replica of real life. Therefore, the writer is interested in making it an object of research because the conflicts that occur still often find in everyday life. Besides that, the writer never found any thesis or journal in the library that discuss the three selected short stories. Therefore, the writer assumes that research will be the first study of the works of James Joyce at Hasanuddin University. Based on this thinking, the writer conducted research on these three short stories works using literary research methods, namely Structuralism Approach involving intrinsic elements in literary works. The title of this study is *The Conflict of Characters in Joyce's in Selected Short Stories*.

1.2 Identification of Problem

After reading three short stories of *Eveline*, *A Painful Case*, and *A Little Cloud* written by James Joyce, the writer found several problems related to conflict, which became this research issue.

1. Human complexity causes problems in the social life order of the society that have the potential to lead the conflict.
2. Differences in human life objectives are the main basis of conflict, both internal and external conflicts.
3. Conflict as a social fact becomes an imaginative medium for a writer in building life issues in literary works.
4. James Joyce, in his collection of short stories *Dubliners*, documents his thoughts on the conflict in human life.
5. Short stories *Eveline's*, *A Painful Case*, and *A Little Cloud* describe the conflict in the characters as an exciting life phenomenon to study.

1.3 The Research Questions

The writer limits the problem of conflicts in this literary research by formulating a number of questions as follows:

1. What are the conflicts happened to the fictional characters of the short stories *Eveline*, *A Painful Case*, and *A Little Cloud* by James Joyce?
2. How do characters solve the conflict in the three short stories?

1.4 Objective of Study

Based on this literary research question, the writer sets the goals to be achieved, namely:

1. To describe the conflicts happened to the fictional characters of the short stories *Eveline*, *A Painful Case*, and *A Little Cloud* by James Joyce.
2. To explain how the characters solve the conflict in the three short stories.

1.5 Sequence of Writing

This research consists of five chapters. Chapter One is an introduction that consists of background, problem identification, scope of problem, research questions, significance of writing, and sequences of chapter. Chapter Two is literature review or theoretical background consists of previous study, structuralism approach and the theory of conflict. Chapter Three is methodology of the study that includes method of collecting data, method of analyzing data, and research procedures.

The next chapter is findings and discussion that contains the analysis of the novel. It describes the conflicts happened to the fictional characters of the short stories *Eveline*, *A Painful Case*, and *A Little Cloud* also explains how the characters solves the conflict in the three short stories. The last chapter is the result of the study contains conclusion and suggestion of the previous analysis and a little assistance for the next study.

CHAPTER II

LITERATURE REVIEW

In this chapter the writer explains about literature review that consists of previous study, structuralism approach, and theory of conflict.

2.1 Previous Study

The previous study is used to know the other researches related to this thesis. Some data can be obtained from the relevant or nearing with the research conducted previously. Based on observations made by the writer in various sources, several other writers have discussed the issue and the same approach from what the writer analyzes. Therefore, the writer finds some theses related to this thesis. They are Hesti Edi Sudrajat (2014) from Universitas Islam Negeri Sunan Ampel, Hardiyanti (2018) from Universitas Hasanuddin, and Miftahul Khaeriyah (2021) from Universitas Hasanuddin.

Hasti Edi Sudrajat (2014) is a student of the English Department Faculty of Letters and Humanities entitled "The Representation of Dublin in James Joyce's *Dubliners*". This research focuses on Joyce's work entitled *Dubliners*. She uses the theory of new historicism to examine the background and foreground of the Dublin population based on the social conditions at that time. She seeks to explore the influence of social practice when the author does his work. She also finds that Joyce takes the *Dubliners*' story ideas from whatever exists in Dublin society. Thus, the influence of Dublin society at that time and the significance of Dublin to *Dubliners* became the focus of the study analysis.

Hardiyanti (2018), in the study entitled "The Characters' Conflict in Gilman's Selected Short Stories", This research uses a structural approach that studies the intrinsic elements of literature such as characters, plot, setting, and themes. This research also uses conflict theory to support the research objectives, namely to describe the conflicts that occur and describe conflict resolution in the object of the study. The result of this research is that internal conflicts dominate both short stories. The main characters deal with conflicts in different ways that affect their lives, personalities, other people, and the story's ending.

Miftahul Khaeriyah (2021), a student of the English Department Faculty of Cultural Sciences. Her research entitled Conflict of The Main Character in Mark Twain's "The Prince and The Pauper". In her research, she uses a structuralism approach and descriptive-qualitative method. She aims to analyze the conflicts between characters and the resolution of conflicts that occur in the story. Based on the results of this research, she found several conflicts that occurred in the story, both internal and external conflicts.

The writer examines the same object of research as the first study but raises different issues from previous studies. The first study discusses the background and foreground of Dublin's social life at that time. Meanwhile, this study discusses the phenomenon of conflict in the fictional characters of the three short stories. Then in the two previous studies are examining objects with the same issue, namely to find out more clearly about the conflicts that occur in each object by using a same approach.

2.2 Structural Approach

In this part contains about theoretical background that used in analyzing the literary works as the research object. The writer uses a structural approach to analyze three short stories. There are various approaches that can be used in analyzing a literary work. The approach depends on the topic in a study. One of them is structural approach.

Structuralism is a school of philosophy that emerged in France. The term structuralism often confuses various circles. The term structure itself is widely used in various fields or disciplines. The term structuralism is used not only in the field of literature but also in other fields such as sociology, philosophy, history, language or linguistics, and other disciplines. Structuralism can be interpreted as a mode of thinking in philosophy or a school of thought that reveals the most profound structure in a reality that looks chaotic and irregular that varies scientifically. It emphasizes subjective methods following formulas or laws so that they are strict and maintains a reasonable distance, observed and observed (Susanto, 2012: 90-91).

The structural approach was first introduced by Ferdinand de Saussure in 1950 in France in linguistics. One of the figures of this approach, Levi-Strauss, is a French thinker who is closely related to Structuralism. Levi-Strauss structuralism considers narrative texts, such as myths, parallel or similar to sentences based on two things. First, the text is a meaningful entity that is considered to embody, express the state of thought of an author, just as a sentence shows a speaker's thoughts. Second, a text is a collection of events or parts that together form a story and embody various characters in motion. Strauss structuralism implicitly adheres to the view that a narrative story,

like a sentence, its meaning is the result of a process of articulation (Ratna, 2012: 15-18).

This structural approach views and understands literary works in terms of the elements that build literary works from within, with the mechanism of interrelationships, on the one hand, between the relationships of one element with other elements. On the other hand, the relationship between the elements and their totality. This approach also examines literary works as autonomous, independent, and independent of the author's background and everything outside the literary work .

One base concept that becomes characteristic of structural approach is that literature as an autonomous structure. It describes the origin approach itself according to Ryan explained that:

The structural approach is kind of approach that only focuses on intrinsic elements of literary works. It is one of the literary theories that start from the assumption that the literary work is composed of several elements, which are bound up as a unity. The elements influence each other and finally work as the autonomous structure (2007: 41).

Therefore, a literary work has to be understood intrinsically as autonomous and independent of everything that exist outside of literature. Structural approach explains the function of every elements of literary works. Those elements are characters, plot, setting, and theme. The writer uses structural approach that just limits with those elements above and denies the other external elements to analyze the object of research. Regarding the structure, Wellek and Warren (1992: 56) give the constraint that the sense of structure put into content and form, as both are intended to achieve and aesthetic purpose.

In other words, the structural approach only analyzes the intrinsic aspects of literary work and omits the things that comes from the outside of the work such as the

background of the work creation, the history or the biography of the author and the society that influences the work or the reader.

2.2.1 Character

A character is a person or actor shown in a literary work that has different roles that are very important in building a story. This is because there cannot be a story without the presence of the characters being told and without the movement of the characters that eventually form the plot. This is in line with Gill (1995: 99-103) states that characters can be described by how characters speak, the appearances, the social study of characters, the name of characters, and what characters do. Therefore, actors who carry events in the story so that these events are able to have a story are called characters.

Moreover, Abrams (1999: 32) states that character is person represented in a dramatic or narrative work, who interpreted by the reader as being endowed with particular moral, intellectual, and emotional qualities by inferences from what the persons say and their distinctive ways of saying it as the dialogue and from what they do as the action.

The author creates characters in literary works to convey ideas and feelings about something happening in social life. In relation to the whole story, the role of each character is not the same. Stanton (2007: 35) states that characters divide into major or main character and minor character. As the major character or the main character of a story, this character is the most important and has a big part of a story. This major character will be the one involving in everything that happens along the

story. Furthermore, the major character will be helped by minor characters, those who are less important but still worth to complete the story.

It is similar to Koesnosoebroto (1988: 65-66) who also tries to distinguish character into two types. They are main or major character and minor character. Major character is the most important character in a story. Basically, a story is about this character, but he cannot stand on his own; he needs other characters to make the story more convincing and lifelike while minor characters are characters of less important than those of the main. Further he said that the chief character in fiction is called protagonist and an important opponent pitted against him is called antagonist, who provides opposition

Based on the explanations above, it can be concluded that the character is the important element in a story. Character is a description of the character by the author who represents the ideas that occur in social life. Character is also a crucial element because a story will not run without a character who plays a role in running the story.

2.2.2 Plot

The plot is the sequence of events in building a story. The plot is the most critical element of fiction because the clarity of the plot clarifies the relationship between the events narrated linearly and the series of events that will facilitate understanding of the story displayed.

According to Perrine (1998: 41) the plot is the sequence of events or events which the story is composed and it may conclude what characters says or thinks, as well as what he does, but it leaves out a description and an analysis and concentrates ordinarily on major happening.

Furthermore, Stanton in (Nurgiyantoro, 2000: 113) argues that the plot or plot is a story that contains a sequence of events, but each incident is only connected by cause and effect; one event is caused or causes another event. In formulating the storyline, the reader can create or interpret the storyline through the series because the plot tries to describe the storyline from the beginning to the end.

Charles (1987: 136-137) explains that plot devices into five-part in plot structures. They are exposition or introduction, rising action, climax, falling action, and resolution:

a) Exposition or Introduction

Exposition or introduction is this step the opening of the story which the author introduces all characters, how they related to no one other, basic information in the story itself. The conflict or main problem is introduced as well.

b) Rising Action

This step introduction of conflicts and how conflicts that became a serious problem. It begins with the exposition and consists of a beginning of tension that continues with conflicts between the characters.

c) Climax

This part is the point of the story. It is also the most strain thing that happens in a story. The main character will make a big decision that defines the outcome of their story.

d) Falling Action

This part shows the condition after the climax and the effects of climax. In this part also shows when the crucial thing in a story has been reached. Falling action

or winding up the story, events, and complications begin to resolve and the result of actions of the main characters are put forward.

e) Resolution

This is the last part of plot, description how the story ends and the conflicts finally resolved. The plot can be called as close plot when the story has the clear solution for the conflict and does not leave another problem at the end of the story.

In addition, the plot according to Nurgiyantoro (2007: 153-156) is divided into several types as follows:

- 1) Forward Plot is a plotting technique where the course of events uses a forward time sequence. This is marked by the introduction of the problem and ends with solving the problem.
- 2) Backplot is when the author sequences the events that do not start from the initial event. This is characterized by a story that starts from the middle or the end of the story.
- 3) Mixed plot, that is the story runs chronologically but there are often back-and-forth scenes.

Based on the explanation above, it can be concluded that the plot is a series of interrelated events between other events from the beginning to the end of the story. Based on the expert's explanation, the writer also concludes that the plot has several stages and is divided into several types.

2.2.3 Setting

Setting refers to the notion of place, the relationship of time and the social environment in which the events told in a literary work occur. The setting provides a block of concrete and clear footing for the story. It is important to give the reader a realistic impression so as to create a particular atmosphere as if it really happened.

The setting is the times and places in which the events of the story occur. According to Birkets (1993: 53-54), the setting refers both to the events' physical location and the time in which they happen. Setting then is the environment that surrounds the characters and influences them and their activities. Most stories have multiple settings which the author has created to tell the story.

In general, the setting is divided into three types, namely, place setting, time setting and social setting. The setting of the place is related to geographical problems. For example, in what location did the incident take place, in what village, what city, and so on. The time setting is related to time, day, hour and historical issues. Finally, social background is related to human life, according to Sayuti in Wiyatmi (2009: 40).

Through the explanation above, the author concludes that the setting is a description of the place, time, and social life that occurs in the story. Thus, the setting has a function as information about the place, time, and society that is in the story for the readers.

2.2.4 Theme

The theme is the main idea that underlies a story. According to Tarigan (2000: 125), the theme is a view of life or certain feelings about life or a series of values that form or build the basis/main idea of a literary work. Another opinion expressed by Perrine (1988: 90), usually theme is delivered implicitly so that a theme can be

through process; it covers intrinsic aspects of the story, including plot, setting, character, etc.

Theme contained in a story usually expressed (directly visible in the story) and implicit (indirect, i.e. the reader must conclude for himself). The theme is a general basic idea that supports a literary work. The theme is the basis for the development of the whole story, so it also animates all parts of the story. Theme has general, more broads, and abstract generalizations. Thus, to find the theme of a work of fiction, it must be concluded from the whole story, not only based on certain parts of the story.

Based on the explanations above, the writer concludes that the theme is the main idea that becomes the topic of discussion. The function of the theme in literary works is to provide a primary picture of a story.

2.3 Theory of Conflict

In general, a theory is a scientific or systematic knowledge system that relates to the observed phenomena. In addition, theories contain concepts or general knowledge descriptions of a point of view. In literature, many theories can be used in analyzing a literary work, one of which is the theory of conflict.

Conflict occurs when one or more individuals are at odds because of different backgrounds or lack of tolerance and individual needs. Conflict can also be caused by differences in characteristics brought by individuals in an interaction. These differences include physical characteristics, intelligence, knowledge, customs, beliefs, and others. Thus, conflict occurs between individuals and other individuals and occurs between a person and the social environment or even himself. This is in accordance with Perrine (1998: 42) that conflicts occur between the main character and other

characters and the environment, nature, society or destiny and between the character and himself, which can be in the form of physical, mental, emotional, and moral resistance.

According to Irwanto (1997: 213-216), commonly conflict can be recognized by some characteristics. They are:

1. Conflict occurs in everyone with different reaction for the same stimulation. It depends on personal factors.
2. Conflict occurs if motifs have value which equal or same. It creates confusion and suspense.
3. Conflict can take short time but it also can take length time

Furthermore, in Nurgiyantoro (2012: 124), states that conflict can be divided into two categories: (1) Internal conflict, a conflict that occurs in the heart, soul of a character in the story. Therefore, it can be concluded that internal conflict is a conflict experienced by humans with themselves. (2) external conflict, a conflict that occurs between a character and something outside himself. In addition, Lewin (1997: 89-90) divides conflict into three types, namely:

a. Approach-approach conflict

This occurs when a person has to choose between two attractive alternatives. It happens when one has to choose two positive goals from two things with approximately the same value.

b. Approach-avoidance conflict

This occurs when a person has to face a situation that has both positive and negative aspects, i.e. when a person feels the same level of attraction and resistance to a competing goal or goal. In this type of conflict, a person is faced with a goal that has both positive and negative aspects.

c. Avoidance-avoidance conflict

This occurs when each competing alternative has negative consequences that must be met. This conflict involves choosing between alternatives or undesirable outcomes that a person tends to avoid.

Based on the description above, it can be concluded that conflict occurs as a result of disputes, controversies and conflicts between two or more parties which are then referred to as external conflicts. In addition, conflict can also occur within the character itself with the emergence of inner contradictions or thoughts called internal conflicts.

2.4 Theory of Conflict Resolution

In dealing with a conflict, one must have a way to resolve the conflict. Here are some ways to resolve conflicts. As stated by Johnson (Supratiknya, 1995: 99), there are five styles to manage conflict. The following are five styles:

a. Turtle Style

This type tends to avoid conflict and sacrifice personal goals. They prefer to avoid conflict because they believe that conflict tends to be irresolvable. People who use this style are more likely to withdraw from conflict, both physically and psychologically, than deal with it.

b. Shark Style

This type tends to try to achieve goals in various ways without caring about the needs of others. For example, they do not care whether other people like or accept them. This style assumes that conflicts can only be resolved with one person as the winner and one person as the loser. For him, the achievement of personal satisfaction is the main goal, while relationships with other parties do not apply.

c. *Mouse Deer Style*

This style prioritizes relationships because relationships are essential, while their own goals are not so important. Those who use this style want to be accepted and liked by others and therefore always think that conflict should be avoided for harmony and that one cannot discuss conflict without damaging the relationship. Thus, this style often compromises goals in order to maintain a harmonious relationship.

d. *Fox Style*

This style tends to care about his or her own goals and cares about maintaining relationships with others. This style prefers to seek compromise, and they are willing to reduce the achievement of their own goals and persuade others to do the same until they reach a compromise. Then, they try to find a solution to the conflict, with both parties getting something or a middle ground between two opposing positions. In simple terms, this style emphasizes the common interest.

e. *Owls Style*

This style values purpose as well as good relationships. They view conflict as a problem that must be resolved by finding the best solution to achieve the goals of both parties. This style sees conflict as a means to improve relations by reducing tension between the parties. They try to always open the discussion by identifying the problem causing the conflict by finding a solution that satisfies them. Others can always try to maintain the relationship.