Impact of 'Individual Political Ideology Diversification' of Generations on the Interpersonal Conflict in Public Sector Banks, Sri Lanka

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This study focused on investigating the impact of individual political ideology diversification on interpersonal conflicts at work. The study results will help employees identify how the employees` interpersonal conflicts arisen due to diversified political ideology can be reduced. The study also highlights the most significant factors of political ideology. This study will guide society to follow a new career path, leading to creating multi-skilled and calm employees. This study has been carried out as a cross-sectional field study, predominantly applying the hypothetical-quantitative deductive approach, in which the researchers' interference on the study sample was minimal. The population of the current study comprised of the executive level employees of public sector banks in the Colombo region. Therefore, the unit of analysis is at the individual level. As the total number of observations in the population is known, the simple random sampling method was applied to select the sample. The target population of this study was 322 respondents. Out of 300 questionnaires distributed, 235 responses were received. The author successfully determined that individual political ideology influences interpersonal conflicts at work. Further, this study makes a major theoretical contribution by addressing the political theory and generation's theory to the literature also. It is suggested that managers and practitioners establish such a culture and calm environment by improving teamwork in the workplace. Cross-validation of the findings of the study can be undertaken in different industries and cultures using a more significant sample, which will add more insights to the substance of the study.

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