

Abstract:

The author aims at the topic of working groups and teams. He focused concretely on the conflicts that can arise within them. The first part of paper is devoted to the explanation of basic concepts, on which is based this work. The author introduce step by step with the issue of conflicts and their basic typology, defining the working group compared to the team and the role of both in human life, as well as communication and interpersonal interactions as integral parts of two previous concepts. In the core of the work are mentioned the basic causes of conflict in the labour collectives in the form of group composition, relationships, and interactions, methods of management or leadership, and also personal settings. At the conclusion of this crucial part of paper are discussed and presented modern phenomena of bullying in the workplace called mobbing and bossing. The last part of theory is devoted to the consequences and implications that these conflicts can cause not only for humans but for the whole group, hence the organization. The whole work is finished by a list of possible methods to investigate this issue and also the specific research proposals.