### PCS-714 Conflict Resolution Mechanisms Credit Hours 03

**Course Description**

This course provides an in-depth exploration of the theories, strategies, and practical applications of **conflict resolution mechanisms** across interpersonal, organizational, and international contexts. Students will examine both **traditional and contemporary approaches** to managing disputes, including negotiation, mediation, arbitration, and hybrid models. The curriculum emphasizes **real-world case studies**, ethical considerations, and the role of culture, gender, and power dynamics in conflict resolution processes.

### ****Course Objectives:****

1. Understand key theories and models of conflict resolution.
2. Analyze formal and informal conflict resolution mechanisms across cultures.
3. Develop practical mediation, negotiation, and arbitration skills.
4. Evaluate the role of technology, gender, and power dynamics in conflict resolution.
5. Apply conflict resolution frameworks to real-world case studies (e.g., workplace, international, community disputes).

**Weekly Course Outline**

**Week 1: Introduction to Conflict and Its Resolution**

* + Define conflict and understand its sources.
	+ Introduce conflict resolution as a field.
* **Reading:**
	+ Kriesberg, L. (2007). *Constructive Conflicts: From Escalation to Resolution*, Chapter 1
	+ Coser, L. A. (1956). *Functions of Social Conflict* (excerpt)

**Week 2: Theories and Approaches to Conflict Resolution**

* + Understand major theoretical frameworks in conflict resolution.
* **Reading:**
	+ Burton, J. (1990). *Conflict: Resolution and Provention*, Chapter 2
	+ Lederach, J. P. (2003). *The Little Book of Conflict Transformation*

**Week 3: Conflict Mapping and Analysis**

* + Introduce tools for analyzing conflict structures and stakeholders.
* **Reading:**
	+ Fisher, S., et al. (2000). *Working with Conflict*, Chapter 2
	+ Galtung, J. (1996). *Peace by Peaceful Means*, Chapter 4

**Week 4: Negotiation as a Conflict Resolution Mechanism**

* + Understand the principles and stages of negotiation.
* **Reading:**
	+ Fisher, R., Ury, W., & Patton, B. (1991). *Getting to Yes*, Chapters 1–3

**Week 5: Mediation – Process and Skills**

* + Study mediation models, mediator roles, and key skills.
* **Reading:**
	+ Moore, C. W. (2014). *The Mediation Process*, Chapter 4
	+ Boulle, L. (2005). *Mediation: Principles, Process, Practice* (excerpt)

**Week 6: Arbitration and Adjudication**

* + Explore legal mechanisms for dispute resolution.
* **Reading:**
	+ Moffitt, M. L., & Bordone, R. C. (2005). *The Handbook of Dispute Resolution*, Chapter 10
	+ Sample cases from international arbitration tribunals

**Week 7: Dialogue and Facilitation**

* + Introduce structured dialogue as a community-based mechanism.
* **Reading:**
	+ Yankelovich, D. (1999). *The Magic of Dialogue*, Introduction
	+ Saunders, H. (1999). *A Public Peace Process*

**Week 8: Midterm Examination**

**Week 9: Traditional and Indigenous Mechanisms of Conflict Resolution**

* + Examine cultural and indigenous dispute resolution practices.
* **Reading:**
	+ Zartman, I. W. (2000). *Traditional Cures for Modern Conflicts*
	+ Braithwaite, J. (2002). *Restorative Justice and Responsive Regulation* (excerpts)

**Week 10: Conflict Resolution in International and Regional Institutions**

* + Study the roles of the UN, AU, EU, and ASEAN in peace and conflict.
* **Reading:**
	+ UN Charter, Chapters VI and VII
	+ AU Peace and Security Council Protocol (excerpt)

**Week 11: Conflict Resolution in Post-Conflict Societies**

* + Analyze rebuilding strategies after violent conflict.
* **Reading:**
	+ International Center for Transitional Justice (ICTJ) Handbook
	+ Paris, R. (2004). *At War’s End*, Chapter 1

**Week 12: Conflict Resolution in Organizational and Workplace Settings**

* + Explore conflict resolution in corporate, NGO, and institutional settings.
* **Reading:**
	+ Cloke, K., & Goldsmith, J. (2011). *Resolving Conflicts at Work*, Chapters 2–3

**Week 13: Case Study I – Northern Ireland**

* + Examine negotiation and power-sharing in the Good Friday Agreement.
* **Reading:**
	+ The Good Friday Agreement (1998), full text
	+ Cochrane, F. (2013). *Northern Ireland: The Reluctant Peace*, Chapter 1

**Week 14: Case Study II – South Africa’s Truth and Reconciliation Commission**

* + Study the TRC as a mechanism for healing and accountability.
* **Reading:**
	+ Truth and Reconciliation Commission of South Africa Report (excerpt)
	+ Tutu, D. (1999). *No Future Without Forgiveness*, Chapters 4–5

**Week 15: Challenges to Effective Conflict Resolution**

* + Critically assess why conflict resolution fails or is resisted.
* **Reading:**
	+ Stedman, S. J. (1997). *Spoiler Problems in Peace Processes*
	+ Mac Ginty, R. (2006). *No War, No Peace*