

## Conflict Management Practices of Seventh-day Adventist Church Members at the Workplace in Thailand

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### Abstract

This study aimed to investigate how the Seventh-day Adventist (SDA) Church members in Thailand manage conflict at the workplace with the influence of their fundamental belief, moral laws, and interpersonal practices. The research involved a descriptive exploration design based on a quantitative technique method. One hundred seventy-one SDA church members, who are organization's workers, were selected as respondents. Factor analysis was used to extract features that explain the practices of SDA Church members in Thailand when they are managing conflict at their workplace. Findings showed that the six groups of variables including the Communication Skills, Adventist Culture and Bible Teaching, Social Skills, Empathy, Skills of Accommodating, and Acceptance of Individual Difference are prevalent in conflict management at the workplace of SDA Church members in Thailand. The KMO test result showed a value of .899, which means that the sample size was acceptable for extracting the factors. The Bartlett's Test showed a Chi-Square value of 2020.387 with 406 degrees of freedom and an associated probability of .000. This result is significant at .01 level. Recommendations were made to the workplace organizations as well as the Church to provide training that could help improve the interpersonal practices and religious practices of the SDA church members in Thailand.

**Keywords:** *conflict, conflict management, conflict management practices, Seventh-day Adventist church, religious practices*