

Conflict is a social problem that affects people in an organization and signals the recognition of a need to change. Change is the bridge between the old and new, but it also inevitably brings conflict between the two. Simply defined conflict is the flip side of cooperation therefore is a friction between two or more parties with incompatible interests.

This study sought to examine industrial conflict in an organization a case study of Spinners & Spinners limited. Spinners & Spinners has had various industrial disputes since year 2000 to date hence the study sought for other avenues for reducing or accommodating disputes within the framework of a national labor policy.

This study was based on the data collected from interviews with representatives of union, management and workers of spinners & Spinners and from examination of recorded information at the industrial court in Nairobi.

The study found out that poor pay packages, poor working conditions and wrongful dismissals were given as the key areas that call for attention and which need to be addressed if the disputes are to be avoided. Trade disputes Act was found to be relevant in solving trade disputes by an overwhelming majority.