

**Title:** Enterprise Management Models for Conflict Resolution between  
Managers and Workers

**By:** LIU CHANG **Identification** 66BB987007

**Degree:** Master of Business Administration

**Major:** Management

**Academic Year:** 2024

### ABSTRACT

The research background of this paper stems from the rapid changes in the modern enterprise environment and the diversification of workers' needs. The intensification of market competition, the rapid iteration of technology and the diversification of workers' needs have made the contradictions between managers and workers within the enterprise more prominent. These contradictions not only affect the production efficiency of enterprises, but also restrict the long-term development of enterprises. The traditional bureaucratic management model and command-and-control management style seem to be unable to cope with these challenges. It is urgent to resolve the contradictions and enhance the competitiveness of enterprises through the adjustment of management models.

The purpose of this study is to analyze the impact of the adjustment of enterprise management model on the contradiction between managers and workers, and to propose effective management strategies and suggestions. The research methods of this paper include literature analysis, case study, questionnaire survey and statistical

analysis. By reviewing a large number of relevant literatures, the theoretical basis of the contradiction between managers and workers and the management models are sorted out to provide theoretical support for subsequent empirical research. Typical enterprises are selected to deeply analyze the adjustment process and results of their management models, and explore the actual effect of these adjustments on resolving contradictions.

The results of this study show that the adjustment of management model can not only improve the relationship between managers and employees within the enterprise, but also improve the financial performance, employee satisfaction, customer satisfaction and innovation ability of the enterprise. In short, the adjustment of management model is not only an effective means to resolve the contradiction between managers and workers, but also an important way for enterprises to achieve sustainable development.

**Keyword:** Management model, Conflict management, Employee satisfaction