

## **A Study on the Effect of Task Conflict and Relationship Conflict on Employee Performance in the IT Sector in Bangalore**

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### **Abstract:**

This study examines the differential impacts of task conflict and relationship conflict on employee performance in Bangalore's IT sector. While prior research suggests task conflict may foster innovation when managed constructively, relationship conflict is consistently linked to performance deficits. Using a quantitative survey of 102 IT professionals, this investigation measures the relative effects of both conflict types through validated scales adapted from Giebels and Janssen (2004) for conflict assessment and Ramos-Villagrasa et al. (2019) for performance evaluation. Results confirm that relationship conflict significantly impairs performance, whereas task conflict demonstrates negligible effects. The findings highlight that interpersonal tensions, rather than task-related disagreements, pose a greater threat to productivity in high-tech environments. These insights equip organisations with empirical evidence to prioritise conflict management strategies that mitigate relational friction while preserving beneficial task debates. The study contributes to conflict management literature by validating theoretical distinctions between conflict types in India's premier technology hub.