

## NO TOLERANCE NO PEACE NO HARM, NO PEACE: MANAGING INTERNAL CONFLICTS TO LASTING PEACE

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### SUMMARY

This article is intended to provide insights into patience. No patience, no peace, managing internal conflicts to being sustainable peace. To have inner peaceful to be sustainable, it must come from tolerance and understanding, divided into four parts. Conflicts are caused by internal and external factors, internal conflict in Person, To Creating Peace based on Buddhism and Managing Internal Conflict to Sustainable Peace. Conflict management does not matter at any level. Conflict resolution without power and nonviolence is a peaceful approach. Solving problems can be solved by the power to release the chronic conflicts which leads to even greater losses. The method of peaceful, it can be implemented in several ways.

**Keywords:** Patience, Peace, Conflict management

### Introduction

Especially in the era of globalization, War and conflict can happen anywhere, at home, at work in schools and in the region. It is the first time in history that a multicultural, multicultural, foreigner has come together in the same or similar world. Conflicts caused by differences and the diversity of races and cultures will be more numerous than the 20th century. If the conflict is not well managed. It may develop into a violent conflict and eventually a war.

It is known that not only the war had broken the economy down nor impacted on the society as well. Even though attacking to the survival and peace of human beings too. When we consider conflicts at all levels. Whether it be conflicts among friends in the family at work or even at the national level. Always found that, in the midst of conflict, there are three groups of people. The first two groups had conflicting opinions for each other, in the other group mean third group is neutral or the viewer. When two of them cannot agree the stronger the power, the weaker the power. The result is often followed. The stronger is the winner. And the weak side is defeated. The shortly periods covered with the force. Because the Conflicts may occur at any time. We can see that the use of coercion in the past times and many times has not produced a permanent peace.

Today, the creation of peace without power, it is likely to be a new alternative to the use of coercive power. This new alternative is likely to be a relatively peaceful approach. Most

importantly, all parties showed that the conflict, which be not lost, but the victory did win. The new option that will be presented, here it is to build a strong third party to intervene in conflict mitigation, create a culture of peace at all levels.

### **Conflicts are Caused by Internal and External Factors**

Conflict and war are normal human beings. In fact, Conflict is a human nature. The reason for this, things are different. The differences will cause conflict. However, in another aspect. The difference is diversity, and more complete. If we change the effect of the difference, it becomes a useful thing which been caused and new perspective. (Phra Dharmakut, P., 2003: 3-8), He also pointed out the strengths of the conflict. The conflict should be formed from good intentions. The aim is to be good progress, peacefulness of society. As the Ideas like into other words, it means Positive conflicts.

The view in the philosophy of conflict is that. We do not have a theory of human nature that seeks to eliminate the theoretical conflict. Man seems to be aware all the time. The conflict in life, which identified, it is not lost. Conversely, the conflict is still quietly and energetically within all our people. And it seems to last for a long time or maybe even eternity. It may be embedded into our nature. It is not possible to separate ourselves from our being. (Sompatt Rattana, 2005: 181). The factors that caused the conflict with internal factors and external factors. For external factors, focus is on the economic, social, and social values, powers, and behaviors of mankind. In the meantime, the internal factors. The researcher will focus very seriously with the main cause of the conflict. It is an important obstacle to the management of Buddhist conflict.

Conflicts are caused by internal factors. In the western concept, the cause of the conflict, is the nature of human beings and animals in every society. (Mahasarantham Maha Soon(Nithon Bunyaraj,2004:43). Based on aggressive instincts, Conflicts and struggles. It is a process for substitution or compensation. What is the aggressive instinct to destroy human beings? Through conflict or competition.

Conflicts Caused by External Factors Catherine Morris (Catherine Morris; Catherine Morris, 2004: 19-22) Origin of Conflict From the type of conflict in the present view the external conflict (External Conflict). Explained as follows.

Data is the source of conflict (Data Conflict), data conflicts, lack of misinformation, lack of communication. Or inaccurate communication. Confused about duty Different views on data. It is accepted that. In many situations leading to conflict and violence are often based on ineffective communication. However, the communication system in this era of globalization is very streamlined and modern. But still Modernization or mobility may be a weakness. The problem is that it is. The lack of judgment in moderation. Because the data is abundant. Which can be obtained from print media. Or internet the lack of screening critical

information. Lack of discrimination Analyzed and synthesized Conflicts are the same (Wanchai Wattanasin, 2004: 23).

Interests and needs are the source of conflict (Interest Conflict), including conflicts about natural resources. Or something. Desire and desire, such as authority, duty Economic needs and society is one of the important variables that cause social conflict. The assumption is that the assumption is. Indices of Economic Difference: Income from assets and there are jobs. The social needs variable is Education, modernization and social status the difference which encourages people in conflict. (Theangai Kiratinan, not show year printing: 99- 107).

Relationships are the source of conflict. Relationship Conflict: personality and behavior. Negative behavior is repetitive and how to do things differently. Such as: How to work differently. Different decisions and the expectations are different. Relationship is a basic human need. Because humans are social animals cannot live alone. At the same time, the relationship or relationship is irrelevant. Different decisions and expectations. It will bring conflict. Parents has no time for children so bought toys to them for replacing the relationship or replacement time to be with the child as a business relationship. Expecting parents will come closer and talk to play with their children. And when the expectations are not the same between parents. Conflicts also arise in national issues. Or public policy is the same. When the problem is not taken care of. The people are looking at the policy to make a campaign. It is business oriented. Do not focus on long term relationships. It also leads to conflicts (Wayn E., Baker, cited in Chaiwatana Day, 2004:78-84).

Structural Conflict: The struggle to change the rules and regulations. Conflicts with regulations Conflicts due to lack of justice. Conflicts derive from racism, especially in capitalist societies where social structures are classed. And the racist class. So, conflict is inevitable. The conflict in the interests of the elite. Because of the rise of the racist class, Identify the basic variables of conflict that do not occur accidentally. It is a consequence of capitalist society and economic structure, oppression and social conflict. Lenin and Mao Tse-Tung are the supporters of this concept.

Dahrendorf agrees that social conflicts are caused by oppression among groups. Unlike Marx, Dahren Dorov's view is that the conflicts of interest in society are inevitable. But the origin of the conflict in society. This is due to the incorporation of the group into society, such as conflicts in the United States. Karl Marx and C. Wright Mills, cited in Maha Hansa Dhamma Mahaso, Nithibunyakorn(2004: 46), are often found in organizations such as trade unions.

Value is the source of conflict (Value Conflict), ie religion, language, ethnicity, worldview or belief. Different emphasis Different evaluation criteria Different cultural backgrounds. Different personal backgrounds, Different historical backgrounds. Different cultural patterns of each population in society lead to conflict.

By pointing out that. Traditional societies often do not have conflicts because they are not populated by diverse tribes. But when the society is larger. It consists of people from many different races (Throesten Sellin, Culture Conflict and Crime, 1938 :41).

Conclusion that the conflict is not good. Should not be in the organization then believe that is inevitable. Conflicts do not always need to be bad. Derived from the beliefs of perception, motivation, inequality of power. And the desire for limited resources causes a divide in the power of the individual. Promote the team's effectiveness, actively analyze the self-creativity.

### **Internal Conflict in Personnel**

Internal conflict Intrapersonal conflict means the embarrassment that comes from making decisions, doing something from what may be possible. Or have to suffer from two or more. That is the situation that people. Have goals or needs that go together. This means that it is incompatible. Achieving one goal will result in not achieving one or more goals.

It is the most important factor and is the success factor that will drive the organization to the goal. But since every one of us is different, the saying goes. "No two people are born all the same. Be it a difference in emotions, opinions, attitudes. Even seeing the same thing. But people have their own opinions, which may or may not be the same. There are many conflicts between people in everyday life, conflicts in the family. Organizational conflict Conflicts with colleagues (Sombat Thamrongthanawong, 2002, pp. 9-10).

Internal conflict It is an irrational thought and reality. This can happen from the conflict between good and evil. Or conflicts between individuals and society or certain principles. The internal conflicts arise from the mental state of lust, craving, desire, and lust. Craving to be It causes the embarrassment of having to make a decision on something from what may be possible. Or have to suffer from two or more. Conflict is something everyone is unwanted. But it's almost impossible for anyone to avoid conflict. As long as humans still live together in the same society with others. So when cannot escape the conflict. Should learn. Understand the conflict. Or change the conflict to the maximum.

Conflict is a situation of a group or of people who do not understand each other. There is a feeling of dissatisfaction to work together. Each goal is not in the same way, there are different perceptions of values, beliefs, opinions and communication.

Most people think of the conflict when thinking about the conflict. And try to avoid conflicts that arise. Or prevent a conflict. If not, consider the conflict seriously. Usually leads to negative results. And if it happens to work consistently. Will cause unity, lack of solidarity. And lack of efficiency of the team. Humans can only be happy when they experience inner peace. As a result of the understanding and acceptance of oneself and others as individuals are. That is to understand and accept in such a way of things.

And that is the beginning of a harmonious existence between the individual and human, national and natural, leading to national and global peace. It can be seen that there are many conflicts, ranging from the smallest level of internal conflict. And the widest is the global conflict.

Conflict and internal violence are conflicts that arise within the mind, which can be transmitted to expression. That is, if the person has a low mind or cruelty. It will affect the behavior of the evil. If a person has a high level of mind or tenderness, it will result in good behavior. People who are both cruel and mean, depending on the situation of the person.

### **Peace Building in Buddhism**

Buddhism is part of a social system that cannot be separated. Buddhism changes according to social conditions. Economy and Politics but Buddhism has influences and provisions on the way people live in society. The social scientist acknowledges the importance of Buddhism in a systematic way to control the society. It is a basic institution for the promotion of morality, ethics and welfare of mankind (Paradee Maha Khan, 1989: 33-50).

As the society becomes more complex (chaos), conflicts tend to be more violent. Peace will come into play. And it serves to coordinate those conflicts. In order for Thai society to adjust its paradigm shift from the old way of using power to solve the ancient social problem, which is not available in the present society. To social processes that focus on being involved in thinking. Let's do it together. "Civilization" (Civilization) or "civility" (Civility). This is a development from the old society to the peaceful way (Pravadee, 2002: 1-12). It is based on assumptions of two unrealistic beliefs (Chaiwat Stadaanand, 1985: 56-69).

(S) Human conflict is something that can be eliminated.

(T) The conflict is bad or problematic.

Peace in Buddhism "Buddhism is a religion that is known as a special skill. The Buddha's problem solving has been remarkable as a religion published without a war, and there is no excuse for invading others.

Buddhism has a history of peace, a truly universal kind of teaching, and the philosopher admits that Buddhism is the first peaceful peace movement in the world. There are peaceful people who seek to study the peaceful way of the scriptures. "It is evident that Buddhism has a doctrine in harmony with peace in many ways. The principle of peaceful means does not mean that

dormancy does not do anything, but it is to treat things properly, to harass or to the least violent with the power of wisdom. Is the danger of violence? The result of seeing the relationship between their relationship with the world.

The correct way to do things is mercy. The prayer in this. Means to make a real occurrence Does not mean mantras. Mercifully praying does not mean the prayer of compassion. But it means to make mercy within the mind. In every thought, words and actions are in every way of life. This kind of compassion cannot be achieved by thinking alone. It may be in accordance with the guidelines in the way of eight. Or by the three truth (Three sikka, “ไตรสิกขา”).

Intelligence makes the right attitude and thinking. See the penalty of violence. Understand the origin of violence. Know how to stop the violence. Because of seeing the connection of things, not looking at ourselves apart from the world or society. The precepts make speech, action and occupation in the right direction. What is the benefit? Does not cause rupture. Have a simple life Consumption as needed. Reduce environmental degradation. Or encourage others to live. Do not commit crime. Not fraudulent fraud Be honest and sincere towards spouses.

The main part of meditation consists of perseverance, consciousness, and awareness. And mental well-being to work. The activities are accomplished by the power of perseverance. Have a happy heart. To see that peace, or mercy, is the prayer of life, including concentration, concentration, and wisdom. Intelligence makes it possible to see violence as a whole. And structural violence. This is due to the look of things connected sequentially.

And because we are part of the system. It cannot be avoided as part of the violence in any way. The principle of precepts is the practice of relieving violence. As much as possible, as little as possible. That is why, it is so important to have a good life. A good member of the Moral Society 4, is an important and interesting category. In addition, Phromvihara 4(พรหมวิหาร4) is a category that is widely known in society. The moral of the good or the great as 4 Brahma: mercy is love is kindness, is the joy of pleasure. When you see someone else is happy, detached is a neutral mind.

Phromvihara 4, is a moral virtue is mental quality or at the level of thought. In the right mind the training of the four attainments is included in the meditation section or at the spiritual level. If it is used as a blessing 4, such as compassion for external expression. It must be taken to the mercy of the action is acrobatic. Words percept is composed of mercy. It is not a social action by itself. (Prayuth P., 2003: 765)

There are four virtues, namely, mercy, kindness, and wisdom. The use of the user must always be considered guilty or guilty, so it will be beneficial and compliant. The purpose is to create a sense of self and social well-being and to see real results.

Mercy means love, goodwill, wish him happiness. have a good heart and I think to benefit human beings.

Please refer to compassion for help. Eat, drink, eat.

Proud to be happy when others are happy. Have fun in the entertainment.

Always cheerful animals. He was happy when he was happy and happy.

Detachment means neutral trust. It will stay in the dharma with wisdom. It is as fair and honest as the brand. Do not be jealous with love and hate to see karma that animals do. Should be good or evil. It is worth it. Ready to diagnose and follow the dharma. And do not forget to look calm when you do not have to do. Because he is responsible for himself, he is responsible for himself. Or should they get the results they deserve? So, who is in his presence? It is to help mankind with compassion and to keep the dharma with detachment. Even though there is a need to help animals, it must be blissful that it cannot be blamed. The machine of the Prom. The machine is prom. It's a good idea to make a prom. Or is it your grandfather? (Phra Prom Khunaporn (Pao-Oo. Payuthto), 2005: 142-143). So, Buddhism is a religion that conforms to the principles of peace. And should educate and propagate to everyone to know and understand more about what the concept of peace based on the doctrine of Buddhism. And how to deal with conflicts by peaceful means. What are the key principles?

### **Managing Internal Conflicts to Lasting Peace**

The conflict results in "positive" or "negative". So, when looking in another dimension, found that "human" can manage the conflict. Want to change Transformation in any direction, so the key to the operation is. "How to deal with conflicts," so the conflict is positive. And that conflict does not extend to violence. Conflict is a natural occurrence. Encourage creative conflict. It will increase the efficiency of the work. There are five methods of managing conflicts (Yoder Wise, P.S., 1999: 346-351). avoidance It is a way in which personnel in the organization are used to manage conflicts. The staff did not fight the problem and did not cooperate to solve the problem. Ignore their own needs. And the needs of others. Avoid the problem. Slack and ignore conflicts, try to stay out of trouble and conflict by believing that the conflict will decrease over time.

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Harmonization of this approach, personnel in the organization will be used to manage the conflict. Personnel have a central position in the dimension of self-esteem. And the dimension of the other. It is a form of negotiation. The two sides are pleased. If you can get some or some of the way to meet half way. Listen to feedback from other people. And between colleagues.

Fighting personnel will use this method to manage conflicts that occur. Personnel focus on self-importance. The focus of their victory is primarily. Regardless of the benefits or losses of others. Behavior expressed at the defeat. By virtue of their position of advantage as a living. Or economic situation. Show harassment, threats, or even censorship just for yourself to benefit. And finally won. I do not care whether it comes in any way.

Collaboration It is the approach that personnel use to manage conflicts within the organization. The staff is determined to overcome and at the same time cooperate fully in resolving the conflict. It is the behavior of people who aim to satisfy both themselves and other people to coordinate benefits for all parties. In order for the organization to survive and grow sustainably, reconciliation or negotiation. Personnel will use this approach to manage conflicts. Personnel need to use the ability

to seduce the person we aim for, get something from him, or allow that thing to be most useless. Voluntarily Focus on negotiating for self-interest. on the other hand, if you are going to lose money, then you need to negotiate. To get the least benefit.

Compromise Or negotiation (Compromising or Negotiating)

Blake, Mouton & Tapper (Blake, Robert R., and Mouton, 1981, p. 58) argue that there are five types of conflict management. The tough battler, the friendly helper, the avoider, the compromiser (compromise) and problem solver (problem solver)

A dictator will feel unable to concede a conflict because the conflict is a manifestation of failure to control the subordinate. When conflicts arise, they feel angry and try to use their power to overcome conflict. It controls the conflict by keeping it. Like force Whoever expresses conflict will be punished. Everyone must obey the commander.

The Goodwill Coordinator It is the people who accept that there is a paradox. I'm afraid because I think Conflict is a threat to peace in the agency. So, try to keep the situation smooth. The conflicting approach is not to address the issue but to mention other terms that all parties agree on. Who will show emotion in a negative way, let go, everyone will have to endure and accept.



The maneuver will try to avoid conflict. Hold that motto if the conflict does not get attention. The problem will be solved when the time passes. I like to always avoid conflict.

The compromise often thinks that violence is a complement to conflict. It should be avoided. To progress steadily is to compromise. All parties should sacrifice and meet each other half way. Compromise often involves mediation or negotiation. Conflicts are dormant and do not attempt to confront or conflict with each other.

Problem solvers will accept conflict as inevitable. All parties should face each other. And together, analyze what the real problem is to find a solution when the conflict occurs, so use the method of confrontation. To solve the problem together and find a settlement agreement.

Conflict management by peaceful means. "Justice" came into being. This is important. "Society must have justice, justice in society is the foundation of prosperity. Any society without justice cannot advance prosperity. Whether it is economic prosperity society or mind. In the opposite to the origins of suffering, the conflict, the dilemma. The crisis has affected the economy and the economic crisis that we are facing. Justice in society is important. But the past. Thai society is also less important in this regard." (Pravadee, 2002).

Conflict Management in Peace It is a way to be compatible with humanity. It is also a way of establishing the basis of mutual understanding between people in different groups because of their understanding. Sympathy is a way of protection. And fighting against the threat that may come to the country. (Mark Tamtai, 1994: 65-66).

The "peaceful way" follows the approach of peaceful means in the context of "Conflict management" is a way to use as a guide for conflict resolution. It must be peaceful, "fair" or "fair". The word "fair" is used in any way. But what must be the way is presented with "good intentions," "everyone accepts and practices," and "everyone is happy".

### **Conclusion**

Conflicts occur at any level or area. If you are trying to solve the problem peacefully, it is always the answer. Part of how to deal with conflict without violence. That is, using peaceful means, which is to fight without violence. Peace does not cause damage to property and life. Conflict has created an intrinsic value for human development. It is important to develop an intrinsic value. The conflict in Buddhism reflects both merit and sin. The issue is that would have a reaction to the conflict. Or put your own role in the situation of conflict? It can be on the status of conflict in harmony with life and society. Conflicts, but accept conflict situations. As a "suffering" one of life and society. And seek the answer. Conflicts from what leads to what we should have. Including the quest or find a tool to manage the conflict on the basis of personal results about individuals and communities. It will make people and society together in peace.

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