

## **ORGANIZATIONAL CONFLICT PRIVATE HIGHER EDUCATION (PTS) KOPERTIS REGION IX SULAWESI IN MAKASSAR**

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### **ABSTRACT**

Organizational conflict can occur in both business and public organizations including educational organizations as well as in private universities. Today, many private colleges in the Kopertis Region IX Sulawesi in Makassar conflict affected organizations in the implementation of governance PTS. Organizational conflict inherent in any organization because it basically is a union organization in a system that consists of many entities that need to be coordinated as modern organizational theory view that sees the organization as a system that interacts with its environment. The interaction between the organization and its environment is always colored by differences in many ways. As a system, an organization made up of people or groups of people who interact with each other internally and externally in the process of achieving organizational goals. Continuous interaction of people and groups within the organization with distinction in many cases causes the conflict is difficult to avoid. Conflict in the study of organization theory does not just happen but was born through a process. This study aimed to analyze the factors that cause conflicts in the College of Makassar. This study uses qualitative descriptive approach to the population is a private college in the Kopertis Region IX Sulawesi contained in Makassar. Sampling was done by using purposive sampling, data analysis technique in this research is the analysis of qualitative data, the analysis performed interactively and takes place continuously at every stage of research so thoroughly and its data until saturated through several stages that include: data collection (Data Collecting ), reduction (data reduction), Presentation of data (Data Display), inference (conclusion drawing / verification.) validating data is done by testing the credibility and triangulation data. The results showed that the factors that cause conflicts in the management of PTS Kopertis IX Sulawesi region in Makassar is a lack of confidence in the management of PTS, PTS very high dependence on the foundation organizers. Another factor is the motive, the main orientation of the underlying management of PTS is an advantage or profit. It carries implications for other factors that limited facilities and infrastructure and low rewards that ultimately result in conflict.

**Keywords:** Private Higher Education (PTS), Conflict, Conflict sources.