



**EFFECT OF SIBLING RELATIONSHIP ON DEVELOPMENT OF CONFLICT
RESOLUTION STYLES IN YOUTH**

¹Prathham Arora, Amity Institute of Psychology and Allied Sciences, Amity University
Noida, Uttar Pradesh, 201301, India.

prathhamarora03@gmail.com

²Anshuman Dixit, Amity Institute of Psychology and Allied Sciences, Amity University
Noida, Uttar Pradesh, 201301, India.

anshumandixit001@gmail.com

³Ananya Sinha, Amity Institute of Psychology and Allied Sciences, Amity University Noida,
Uttar Pradesh, 201301, India.

anniesinha64@gmail.com

ABSTRACT

A sibling connection is a special and intricate link that develops between siblings in a family. Sibling relationships can vary greatly in kind and quality, but they frequently have a significant impact on how people develop emotionally, socially, and as individuals. Sibling rivalry can stem from a variety of factors, including differences in personalities, interests, or achievements. A main factor could be perceived favoritism from parents or comparisons made by family

members or society. The practice of discussing and amicably resolving conflicts or disagreements between people or organizations is known as conflict resolution. The aim of the research was to determine the influence of sibling relationships on the development of conflict resolution styles in young adults. Adult Sibling Relationship and Thomas-Kilman Conflict Resolution scale containing 15 items was used to collect the quantitative sample. The sample consisted of (N=80, Males=40 and Females=40 ranging) from 15-24 years with a mean age of 22 years. Results showed that females prefer collaborative conflict resolution while males tend to have competed or avoiding conflict resolution style. Accommodating conflict resolution is moderately higher in males while compromising conflict resolution is significantly higher in females. Female siblings show higher levels of warmth towards their siblings compared to males. Study also showed that higher warmth leads to lower tendency of avoiding conflict resolution style and lower conflict supports the development of harmonious conflict resolution styles. Lower rivalry may precipitate in the form of avoidant conflict resolution approach.

Key Words: *Sibling Dynamics; Social Psychology, Conflict Management, Sibling Interactions & Family Psychology*

INTRODUCTION

A sibling connection is a special and intricate link that develops between siblings in a family which includes a variety of variables are such as teamwork, rivalry, friendship and even conflict. Siblings hold a close bond that is modelled b experiences, family ties, and common memories. Sibling relationships are distinctive in quality and kind, but they definitely influence on the development of people in the emotional, social and individual aspect. Eventually over time, such companionships can transform to enduring confidants and support networks originating from youthful playmates. Sibling conflicts and disagreements notwithstanding, many form solid, long-lasting ties that support their sense of identity and personal development.

Common variables affecting sibling relationships are age difference, birth order, parental style, family environment, individual personalities, life experiences, communication abilities, and outside influences. Although birth order might influence duties and obligations, age disparities can also foster tighter connections because of shared experiences. Family environment shapes an array of opportunities as well as difficulties comprising of socio-economic level and cultural background. With that, ability of a parent to handle disagreement along with providing emotional support sets up a standard/norm for a particular behaviour. Dragged along time, the two crucial communication abilities include emotional expression and conflict resolution. An epitome of happy, healthy sibling relationship can be drawn from the fact of clear and straight understand of the above-mentioned elements.

Differences in personality, interests, achievements, perceived favoritism from parents or comparisons by family members fuel the agony of sibling rivalry. Siblings may vie for dominance or validation, leading to tension and conflict within the family dynamic. Contrary to the negative aspects, sibling rivalry can induce important skills like negotiation, conflict resolution and empathy helping to navigate the relationship and thus understanding the subjective perspective held by each other.

Theories Regarding Sibling Rivalry

Psychoanalytic Theory: Sigmund Freud's psychoanalytic theory proposes that sibling rivalry stems from the Oedipus complex, which builds on the idea that, the children desire for sexual involvement with the opposite-sex parent and feud up rivalry with the same sex parent. According to Freud, a feeling of losing parental love, jealousy and competition for affection of the opposite sex parent is enkindled in the older child when a new sibling is born.

Social Learning Theory: According to Albert Bandura's social learning theory; "A child learns behaviors by modelling and imitating others, especially the integral role models like parents and siblings". In the context of sibling rivalry, a child may model his/her behaviour of favouritism/envy for his/ her sibling stemming from the imitation perceived by the former. For instance, if parents repeatedly praise one kid above others, siblings may learn to compete for attention and favor by engaging in similar activities.

Evolutionary Theory: Sibling rivalry may have evolved in response to competing for limited parental resources like as food, shelter, and protection. Evolutionary theorists contend that natural selection encourages actions that improve an individual's chances of survival and reproduction. Siblings may engage in competition to maximize their share of parental resources while also insuring their own well-being and reproductive success.

Resource Competition Theory: According to this theory, sibling rivalry arises from competition in the family system from availability of resources. These resources may include material possessions, parental affection, attention, or opportunities for social and educational advancement. These resources are perceived as finite thus leading to a rivalry for their access.

Birth Order Theory: Birth order theories suggest that sibling rivalry is influenced by the order of birth of the siblings within the family hierarchy. According to this theory, first-born children may have a feeling of dethronement after the arrival of a new sibling because they must now have to share parental attention and resources. Conversely, younger siblings may compete for parents' attention and recognition, especially if they believe their older siblings are receiving preferential treatment.

Parental Differential Treatment Theory: This theory proposes that sibling rivalry is fuelled by perceived inequities in the way parents treat their children. Feelings of resent and rivalry emerge when the sibling perceives that the other child is favoured representing a need

and means for seeking validation and equal treatment from the caregivers. These differential feelings include, praise, discipline and allocation of resources enlighten the feelings of rivalry and competition.

Social Comparison Theory: One tends to assess and map his/her skill by contrasting with those of others including their own siblings. Siblings try to establish their own unique identities through comparison and competition. Perceived similarities and differences, as well as cultural and societal performance and success criteria, can all have an impact on social comparison.

Focusing on regular communication, quality time, conflict resolution, a supportive environment, respect boundaries, family traditions, openness, and expression of gratitude. Share ideas, emotions, and experiences, pay close attention, and demonstrate empathy can help in developing harmonious sibling relationships. Engage in hobbies or activities that strengthen ties and produce priceless memories. Learning as well as practicing forgiveness and compromising skills can help to create a happy and supporting relationship. Supporting one's sibling in his/her accomplishments and standing by them during their difficult times often inculcates a healthy and harmonious sibling relationship. Respecting each other's personal space, inclinations, and uniqueness formulates a sense of individuality. Establishing family traditions that incorporate both siblings. Fostering an atmosphere of closeness and trusting each other by sharing ideas, emotions, and experiences. Expressing gratitude for your sibling's existence increases the chance of dulcet relationships. By putting in deliberate effort, one can develop a more robust and satisfying bond with their sibling.

Conflict Resolution

It refers to a constructive and peaceful approach for discussing and resolving differences or conflicts between individuals or organizations. It comprises identifying the basic

issues, encouraging debate and compromise, and generating feasible solutions to reach a resolution that serves the needs and interests of all parties. The goal of conflict resolution is to reduce the negative impacts of disagreements on individuals, relationships, and organizations while also encouraging understanding, collaboration, and positive interactions.

Common methods that are used as a conflict resolution strategy include:

Collaboration: Also referred to as problem-solving or the win-win strategy. Finding a workable solution that implicates teamwork and increases the probability of reaching the goal. Collaboration necessitates active listening, open communication, and a readiness to comprehend and handle the interests and concerns of all parties.

Compromise: Compromise refers to a strategy where each party makes concessions and decides to meet halfway to solve a dispute/conflict. Though not an ideal case, this involves partial fulfilment of desires of both the parties involved.

Accommodation: A strategy where one party willingly gives in to the demands or preferences of the other party in order to maintain harmony and avoid further conflict. Heavily useful when maintaining connections with the party is more precious than maintaining one's demands.

Assertion: Strategy where one stands up for own needs, values, and rights while honoring those of others. Clear communication, Self-confidence, and the ability to express oneself assertively hoists the feeling of assertion.

Avoidance: Addressing to certain issues escalate tension, thus this is the strategy where the issues are left as they are. Avoidance can be the most appropriate when emotions are running high and there might be a risk to further damage to the relationship.

Mediation: Strategy where there is voluntary assistance of a neutral third party to enhance communication, explain concerns, and steer the parties to a mutually accepted settlement. Mediators are mere supporters that help to explore options and find common ground between the disputing parties.

Arbitration: Arbitration is a more formal process where an impartial arbitrator hears both sides of a dispute and renders a binding judgment or award. In contrast to mediation, where parties maintain control over the resolution, arbitration entails giving the arbitrator all decision-making authority.

REVIEW OF LITERATURE

Borairi et al. (2023), investigated the extent to which 205 sibling dyads impacted one another during disagreement. The information was gathered from 2013 to 2015. 5.9% of the children in the sample were Black, 15.1% were South Asian, 15.1% were East Asian, and 63.8% were White. Younger siblings were 5–9 years old (female = 99), whereas older siblings were 7–13 years old (female = 109). The resolution of sibling conflicts was investigated using dynamic structural equation modeling. Modelling fluctuations in moment-by-moment data (every 20 seconds) resulted in a near approximation of the causal impact. It has been shown that older and younger siblings have an impact on one another. Younger sisters were more helpful than younger brothers, particularly in sibling pairs. The sibling age gap predicted lethargy in older siblings.

Rad et al. (2023), assessed the dynamics of sibling relationships in families with children diagnosed with a chronic illness. It involves comparing two sets of families with a kid who had a chronic mental illness to one who had a chronic childhood disease in terms of the level of empathy, engagement, friendliness, and rivalry in sibling relationships. According to

the findings, children had considerably greater degrees of involvement/friendship, empathy/care/concern, and education/learning. When siblings were younger than ten years old, both groups performed well competitively.

Ul Momineen, Sultana and Aziz (2023), sought to evaluate the degree of smartphone usage among siblings of a specified age range, as well as the disputes that arise as a result of this usage. Additionally, it sought to understand the overall impact of smartphones and the factors influencing conflict resolution among siblings. Results indicated that smartphones were effective in resolving conflicts among siblings aged 4-8 years. In the 8-12 age group, smartphones were noted to both create and resolve sibling conflicts. Children in this group utilized smartphones for confrontation, rejection, criticism, establishing authority, and monitoring, leading to issues. Among 13-16-year-olds, smartphones were found to exacerbate sibling conflicts due to poor interactions. The study concludes that smartphones play a different role among siblings of various age groups. For children aged 4-8 years, smartphones were effective in resolving conflicts. In the 8-12 age group, smartphones both created and resolved conflicts. However, among those aged 13-16 years, smartphones tended to contribute more to conflicts rather than resolving them.

Ramli, Ali and Sa (2022) studied the instances of sibling rivalry and conflicts among offspring have been increasing, albeit often unreported, especially in Asian countries due to fears of family shame and retribution. Therefore, this paper conducts a review of articles focusing on similar studies with implications for family dynamics. The methodology involves thorough library research, identifying related studies, and summarizing their findings. The reviews aim to shed light on the growing challenges faced by siblings who are victimized or demoralized by their own family members, whether brothers or sisters. In such situations, families are encouraged not to conceal their issues; instead, it is suggested that relevant social

welfare agencies offer necessary assistance or act as mediators to address internal conflicts for improved family bonds.

Howe et al., (2022), in their study emphasized that children are aware of their younger siblings from birth and focuses on sibling interactions in early and middle childhood. Later development is shaped by early contacts. Children develop in tight family interactions, such as those with their parents and siblings, according to relationships theory. Sibling connections have a significant impact on developmental outcomes and aid in children's socialization. The chapter addresses how different sibling interactions, such as teaching, play, prosocial behavior, disagreement, and violence, affect social understanding and relationship quality. Children's conduct, social skills, and relationship models are shaped by their interactions with family members, according to major theories like social learning and attachment. Siblings are important to each other's early development and provide a natural setting for social interaction education.

Retnowati (2021) research investigated smartphone usage among siblings in a specific age group and the resulting conflicts. It also explored the overall impact of smartphones and factors influencing conflict resolution. Using focus groups, the study examined smartphone use during family time among children aged 4 to 16 years in Lahore, Pakistan. Smartphones effectively resolved conflicts among 4-8-year-olds. In the 8-12 age group, smartphones both caused and resolved conflicts. However, among 13-16-year-olds, smartphones often exacerbated sibling conflicts. The study concluded that smartphones play varying roles in sibling relationships: resolving conflicts for 4-8-year-olds, creating and resolving conflicts for 8-12-year-olds, and contributing to conflicts for 13-16-year-olds.

Lupo (2021) studied the progression from normal sibling rivalry to emotional abuse and its consequences for subsequent psychological well-being (Lethbridge University

(Canada)). This thesis investigates the nature of sibling rivalry, severe rivalry as a type of emotional abuse, the developmental shift from normal to violent rivalry, and the psychological ramifications in emerging adults ($n = 414$). The findings indicate that age, gender, living in separate houses, parental behavior, athletic ability, and academic success all have an impact on perceived sibling rivalry. Severe sibling rivalry is statistically comparable to emotional abuse and is linked to a worse level of psychological well-being. Neither was the developmental period where the switch from normal to aggressive conduct takes place. In conclusion, serious sibling rivalry is similar to sibling abuse and should be taken seriously. If left undetected, it is hypothesized to negatively affect self-esteem and self-concept.

Bojanowski et al., (2020) studied the quality of sibling relationships in children and adolescents with mental diagnoses (clinical sample [CS]) to an age- and gender-matched healthy control group. A total of 156 children and adolescents ($n = 78/n\text{ HC} = 78$) between the ages of 8 and 18 were enlisted. The sibling connection was warmer in the CS group than in the HC sample. Conflict in sibling relationships varied considerably across those with internalizing, externalizing, and mixed disorders. The significance of sibling relationships as a possible resource for children and teenagers with mental health issues is explored.

Paulina (2020) purpose of the study was to evaluate the most recent literature and give a systematic approach to the nature of sibling relationships in the earliest years of life. A increasing amount of research suggests that siblings play a crucial role in one another's development, and that the quality and type of the sibling connection can have far-reaching consequences. This review investigates interconnections between subsystems, specifically sister subsystem functioning; it also takes into account the impact of other internal and external elements. It addresses three major issues concerning inter-child siblings: warmth and support, competition and jealousy, and conflict. The article's conclusion discusses some ramifications of how children's siblings affect teens and adults' lives.

Israeli and Sari (2020) aimed to identify the variables that contribute to sibling rivalry in Labibia Village, Kendar City, Mandonga Sub-Division, among children ages 1 to 5. The design strategy used for the study was cross-sectional. This study's sample consisted of all 39 moms who had two or more children ages one to five years in Labibia village, Mandonga district. The sample procedure employed simple random sampling, and the Chi Square test was used for analysis. The study's findings revealed a moderate association between knowledge and the occurrence of sibling rivalry (χ^2 count = 6.955 > χ^2 table value = 2.705), with a phi value (ϕ) = 0.422. There is a moderate relationship between parenting styles and the prevalence of sibling rivalry (χ^2 number = 8,269 > χ^2 table value = 2.705), ϕ (ϕ) = 0.460, and a strong relationship between attitude and the prevalence of sibling rivalry (χ^2 number = 18.373 > χ^2 table value = 2.705), ϕ (ϕ) = 0.686.

Riswick and Hsieh (2020) in their study used The Taiwan Historical Household Registry Database (THHRD) univariate and Cox proportional hazard analyses. In this way, changes in the composition of the household over time are taken into account. The results showed that having close siblings of either sex (younger or up to 5 years) and having same-sex siblings generally increased the risk of infant and child mortality for both men and women. In addition, the presence of adopted and adopted siblings over 5 years decreased the risk of infant mortality for boys, while the presence of adopted brothers over 5 years decreased the risk of infant mortality for girls. Limited regional differences are observed in sibling effects.

Bouchard, Plamondon and Lachance-Grzela (2019) study sought to investigate the mediation effect of childhood and teenage sibling bullying and victimization in connection to parental intervention strategies and conflict in young adult sibling relationships, building on earlier research on parental participation in sibling conflict. The research included 302 participants between the ages of 17 and 33. The suggested mediation model of sibling conflict in young adults was validated by the findings of structural equation modeling. Experiences of

bullying and victimization by siblings were positively correlated with parental control and parental separation, but lesser reporting of victimization by siblings was correlated with parental guidance. The current study's findings supported the idea that parental intervention techniques might affect kids' participation in bullying their siblings, which can then predict when conflict will arise in adult sibling relationships. Based on the principle of family systems.

Oktaviani and Tentama (2019) study was to examine construct validity and characterize sibling competitiveness within a developmental framework. The Sibling Rivalry Scale's dependability and identify the components that comprise its construct. Two factors—sibling rivalry and sibling envy—are used to quantify sibling rivalry. Techniques for gathering information for the Sibling Rivalry Scale. 40 children (20 pairs of siblings) between the ages of 5 and 12 provided the data, while moms filled out the sibling competitiveness scale. The elements and indications that comprise sibling rivalry are acknowledged as legitimate and trustworthy based on the findings of construct validity and construct reliability studies. This demonstrates how sibling rivalry may be reflected and shaped by various factors and indications. Sibling envy is the main factor influencing sibling rivalry. The model can therefore be regarded as the theory.

Recchia and Witwit (2017) to investigate how parents' and kids' descriptions of the targets of older-younger sibling conflict in late preschool and middle childhood connect to the quality of sibling relationships. The quality of the sibling relationship was evaluated, and the parents of 62 households with children ages 4 to 10 were interviewed individually regarding the reasons for two arguments between siblings. The findings underscore the significance of considering the distinct viewpoints of various family members with respect to children's experiences with sibling conflict and demonstrate how power dynamics in sibling relationships are mirrored in their everyday disagreements.

Overlock (2017) study sought to ascertain if parental conflict resolution techniques varied across single parents and to investigate the impact of sibling age differences and household structure (one-parent versus two-parent) on the quality of sibling relationships. - households with one or two parents. Participating were 124 adult women with two or more children. The findings indicated that the type of home had an impact on sibling rivalry, with single-parent families reporting lower levels of sibling rivalry than two-parent households. The findings also demonstrated that in both single-parent and two-parent families, there is no preferred method for handling sibling disputes. Because we now have a better understanding of how various family factors, such changes in the makeup of the home, have impacted the quality of the sibling relationship, this research makes it feasible to trace the influence of societal change.

Donato and Dillow (2017) research explored variations in how individuals perceive and handle conflicts based on Gold's (1989) categorization of adult sibling relationships. A total of 157 adults participated, sharing insights about their sibling relationships through self-report surveys administered in a traditional paper format. Findings indicated that adults who described their sibling bond as close experienced more positive perceptions of their sibling's interpersonal power and the mutual influence they had. They were also more inclined to use positive conflict resolution strategies when disagreements arose. Conversely, adults who characterized their sibling relationship as indifferent or hostile were more likely to seek individuality and engage in negative conflict tactics during disagreements. Moreover, regardless of the sibling relationship type, how individuals perceived their sibling's power and influence influenced their approach to conflict resolution. This study highlights the negative consequences associated with distant or hostile adult sibling relationships, such as an increased tendency to resort to aggressive conflict tactics. It also sheds light on the reasons why adult

siblings might employ both constructive and destructive methods when navigating conflicts with each other.

Pickering and Sanders (2017) study involved 409 Australian parents surveyed online about their views on challenging sibling behaviors and desired support for managing these issues. They stated a great need for assistance with behavioral issues, particularly those involving physical violence, and related sibling disputes to the characteristics of their kid. Parents favored readily available interventions and constructive parenting techniques. These results serve as a guide for creating a customized parenting program that improves sibling relationships and lowers conflict.

Hashim and Ahmad (2016) explored the development of kinship, family structure, and household dynamics among siblings can have lasting impacts from early life into adulthood, shaping relationships positively or negatively. This paper aims to underscore the significant role of the family environment in influencing sibling relationships, particularly focusing on sibling rivalry. Understanding the factors contributing to sibling competition holds importance for individuals dealing with family-related issues. Through a quantitative research approach, the study reveals that sibling relationships can be fraught with challenges, often leading to feelings of jealousy and bias, especially when parents take sides. The strength of family bonds relies on positive sibling interactions, which in turn can indirectly impact socio-economic progress by addressing social challenges. The results indicate the presence of sibling relationships and rivalry, which are influenced by factors such as jealousy and prejudices, particularly if parents show favouritism. Additionally, the study highlights the impact of family size on sibling rivalry, with 13 out of 15 respondents (86.7%) reporting having more than one sibling. These findings suggest, family size plays a significant role in shaping the family environment, sibling relationships, and the occurrence of rivalry among siblings.

Ghilain (2016) study was to understand the experiences of typically developing (TD) siblings who grew up with a sibling with autism spectrum disorder (ASD) and to determine if their experiences differed from neurotypical (NT) siblings (children without autism spectrum disorder). Sibling with ASD). This study focused on TD siblings' perceptions of their own self-image, social support, parental bias, and overall satisfaction with their sibling relationships. Results show that self-reports of social support, parental bias, satisfaction with the sibling relationship, and self-concept did not differ between groups; however, certain observed sibling play behaviours differed between groups. Taking these associations a step further analyses of whether self-report measures predicted observed gaming behaviour partially supported the general sample; however, these predictions did not differ between groups.

Chaulagain et al., (2016). A study was conducted to examine information on children's sibling rivalry between mothers and to find associations between data points and demographic variables selected by mothers. In a chosen Mangaluru hospital, mothers' awareness of sibling rivalry was evaluated using descriptive research. To choose 100 moms, a non-probability sampling technique was employed. A standardized questionnaire was used to gather data on sibling rivalry. Data were analyzed using descriptive and inferential statistics. The survey results showed that 50 percent of the mothers had insufficient information about sibling rivalry, and the remaining 50 percent had moderately adequate information. No significant relationship was found between data scores and selected maternal demographic variables..

Phillips and Schrodt (2015) study was to look into how confirmation functions in the link between sibling rivalry and relational outcomes (satisfaction and closeness) in sibling relationships. 329 young adults participated in the study by answering online questions including their closeness and happiness with their sibling relationship, sibling confirmation, and how their parents treat them and their siblings. The results showed that relational closeness and sibling relationship satisfaction were adversely correlated with parents' unequal treatment,

a sign of competition. Sibling confirmation, however, was positively correlated with both results. The idea that sibling confirmation might mitigate the detrimental impacts of parents' unequal treatment on sibling closeness and contentment was partially validated by the study's multivariate testing. Remarkably, the findings showed that confirmation mitigated the detrimental effect of differential treatment on the sibling bond; however, this effect was only significant when young adults stated that their sibling believed they were receiving different treatment from their parents.

Tucker and Kazura (2013) study had three aims: (1) describe and compare how parents respond to conflicts between school-aged siblings; (2) examine the relationship between parental answers and the structure of sibling relationships; and (3) evaluate the connections between parental responses and the quality of sibling relationships and the wellbeing of children. According to the survey, parents least frequently permitted aggressiveness and frequently used a child-centered approach. Parents who condoned physical aggressiveness were shown to have closer age gaps between siblings. In examining their varied effects, parental reaction styles were linked to the quality of sibling relationships and children's wellbeing.

METHODS

Aim

The aim of the study is to identify the effect of sibling relationship on development of conflict resolution style in youth.

Research objective

1. To examine the gender differences in sibling relationship and conflict resolution styles among young adults.
2. To study the effect of sibling relationship on conflict resolution among young adults.

Hypothesis

- a) Males experience lower warmth and higher sibling conflict and rivalry when evaluated on gender differences and are less likely to develop “harmonious” conflict resolution styles.
- b) Higher warmth and lower conflict and rivalry among siblings leads to developing harmonious conflict resolution styles in youth.

Sample

The sample included 80 individuals with siblings (N=80, 40 Males and 40 Females) ranging from 15-24 years. The sample had a mean age of 22 years.

Sampling Technique:

- a) Random Stratified Sampling was used. It is a sampling methodology in which the researcher divides the population in sub-groups/strata based on the shared characteristics of the members and then randomly select from each stratum to form the final sample.
- b) In the above case, the sample was divided into young adults and then further was divided across genders. So, a random stratified sample was used to justify the gender differences.

Procedure

The study was done in quantitative manner with the help of T-test and proportion studies.

About the tests

Adult Sibling Relationship Scale: The Adult Sibling Relationship Questionnaire (ASRQ) focuses on adults' impressions of sibling relationships since a relationship's psychological significance and the felt support or conflict it provides are internal (Olson, 1977). Patterns of interaction are probably influenced and guided by these perspectives. Due to its inclusion of closeness, sibling understanding, support scales, acceptance, affection, admiration, and likeness, the first element was named Warmth. Because it was heavily influenced by arguing, domination, hostility, and rivalry, the second element was named Conflict. Lastly, the third element, called Rivalry, was weighted with maternal and paternal rivalry. This component evaluates how much participants believe their parents favor one sibling over the other or treat them and their sibling equally.

Validity: A correlation between the dimensions of Warmth/Closeness and Conflict to the scores achieved in sibling rivalry questionnaire, the results turned out that the reliability was adequate. A similar analysis to the quality of relationship with parents was done which showed with less conflict among siblings, there was a high quality of relationships with parents.

Reliability: The Cronbach's alpha reported to be as .90 and .68 for the dimension's warmth/closeness and conflict respectively.

Thomas-Kilmann Conflict Management Questionnaire: Kenneth W. Thomas and Ralph H. Kilmann developed the Thomas-Kilmann Conflict Mode Instrument in 1974 to assess people's conflict resolution styles. It's a 15-item questionnaire. The Thomas-Kilmann Conflict Mode Instrument (TKI) assesses five conflict modes: contending, collaborating, compromising, avoiding, and accommodating. Two fundamental characteristics of these five behavioral possibilities are cooperation and aggressiveness. The distributive dimension (win-lose behaviors and outcomes along the full diagonal from competing to compromising to

accommodating), the integrative dimension (win-win behaviors and outcomes on the half diagonal from compromising to collaborating), and the protective dimension (lose-lose behaviors and outcomes between avoiding and compromising) are also included in the TKI Conflict Model.

Reliability: The Thomas Kilmann Conflict Mode showed a moderate test-retest reliability and moderate internal consistency of 0.78 and 0.68 respectively.

Validity: Factor analyses in some studies have supported the validity of certain conflict modes proposed by Kilmann and Thomas, such as competition, compromise, and collaboration. A strong correlation could be found among the Myers- Briggs Type Indicator and TKI exploring the ability of the tool to test conflict resolution.

RESULTS

In the first t-test analysis between male and female gender on conflict resolution styles – T-scores for collaborating, competing, avoiding, accommodating and compromising respectively were: -1.187, 1.215, 1.256, 0.778 and -0.100. Significance (p) for collaborating, competing, avoiding, accommodating and compromising respectively were: 0.119, 0.114, 0.106, 0.220, and 0.460.

In the second t-test analysis between male and female gender on dimensions of sibling relationship – T-scores for warmth, conflict and rivalry respectively were: -1.548, 1.572 and 0.078. Significance (p) for warmth, conflict and rivalry respectively were: 0.063, 0.060, and 0.469.

In the third t-test analysis between above average and below average rivalry among siblings on conflict resolution styles – T-scores for collaborating, competing, avoiding,

Accommodating and compromising respectively were: -1.444, -1.317, -2.158, -1.065 and -1.

299. Significance (p) for collaborating, competing, avoiding, Accommodating and compromising respectively were: 0.79, 0.98, 0.019, 0.147 and 0.101.

In the fourth t-test analysis between above average and below average conflict among siblings on conflict resolution styles – T-scores for collaborating, competing, avoiding, Accommodating and compromising respectively were: -3.038, -1.520, -2.270, -1.862 and -3.135. Significance (p) for collaborating, competing, avoiding, Accommodating and compromising respectively were: 0.002, 0.067, 0.017, 0.035 and 0.001.

In the fifth t-test analysis between above average and below average warmth among siblings on conflict resolution styles – T-scores for collaborating, competing, avoiding, Accommodating and compromising respectively were: 1.240, 1.538, 0.884, 1.065 and 1.757. Significance (p) for collaborating, competing, avoiding, Accommodating and compromising respectively were: 0.168, 0.130, 0.234, 0.199 and 0.107.

Table 1: *T-test – Gender/Conflict resolution style*

Conflict resolution style	Male		Female		t	One-sided p
	Mean	SD	Mean	SD		
Collaborating	8.80	2.462	9.38	1.821	-1.187	0.119
Competing	9.23	2.270	8.70	1.522	1.215	0.114
Avoiding	8.90	2.426	8.23	2.380	1.256	0.106
Accommodating	9.45	2.218	9.08	2.093	0.778	0.220
Compromising	8.80	2.255	8.85	2.202	-0.100	0.460

Table 2: *T-test – Gender/Sibling relationship*

Sibling relationship	Male		Female		t	One-sided p
	Mean	SD	Mean	SD		
Warmth	175.93	42.475	189.48	35.515	-1.548	0.063
Conflict	65.15	23.028	57.75	18.883	1.572	0.060
Rivalry	6.83	7.078	6.70	7.335	0.078	0.469

Table 3: *T-test – Rivalry/Conflict resolution style*

Conflict resolution style	Above average		Below average		t	One-sided p
	Mean	SD	Mean	SD		
Collaborating	8.52	2.274	9.32	2.106	-1.444	0.79
Competing	8.48	2.192	9.16	1.811	-1.317	0.98
Avoiding	7.65	2.424	8.93	2.329	-2.158	0.019
Accommodating	8.83	2.443	9.44	2.018	-1.065	0.147
Compromising	8.30	2.324	9.04	2.154	-1.299	0.101

Table 4: *T-test – Conflict/Conflict resolution style*

Conflict resolution style	Above average		Below average		t	One-sided p
	Mean	SD	Mean	SD		
Collaborating	8.45	2.096	9.86	2.031	-3.038	0.002
Competing	8.66	1.670	9.33	2.191	-1.520	0.067
Avoiding	8.02	1.861	9.22	2.840	-2.270	0.017

Accommodating	8.86	2.007	9.75	2.247	-1.862	0.035
Compromising	8.16	2.079	9.64	2.127	-3.135	0.001

Table 5: *T-test – Warmth/Conflict resolution style*

Conflict resolution style	Above average		Below average		T	One-sided p
	Mean	SD	Mean	SD		
Collaborating	9.17	2.118	7.00	3.000	1.240	0.168
Competing	9.06	1.838	6.33	3.055	1.538	0.130
Avoiding	8.66	2.251	6.00	5.196	0.884	0.234
Accommodating	9.38	1.954	6.33	4.933	1.065	0.199
Compromising	8.92	2.163	6.33	2.517	1.757	0.107

DISCUSSION

In the first t-test analysis between male and female gender on conflict resolution styles – T-scores for collaborating, competing, avoiding, accommodating and compromising respectively were: -1.187, 1.215, 1.256, 0.778 and -0.100. Significance (p) for collaborating, competing, avoiding, accommodating and compromising respectively were: 0.119, 0.114, 0.106, 0.220, and 0.460. From the results it is apparent that females have a high affinity towards collaborative conflict resolution while males usually tend to have competed or avoiding conflict resolution style. Accommodating conflict resolution is moderately higher in males while compromising conflict resolution is slightly higher in females. The p values are low therefore the results are statistically significant.

In the second t-test analysis between male and female gender on dimensions of sibling relationship – T-scores for warmth, conflict and rivalry respectively were: -1.548, 1.572 and 0.078. Significance (p) for warmth, conflict and rivalry respectively were: 0.063, 0.060, and 0.469. From the results it is apparent that male siblings display higher conflict compared to females. Similarly female siblings show higher levels of warmth towards their siblings compared to males. The p values are low therefore the results are statistically significant. There is no statistically significant difference in sibling rivalry between the two genders.

When comparing gender differences, it was discovered that: Female sibling relationships are warmer and that females tend to develop conflict resolution styles which benefit both parties either partially or wholly, i.e. harmonious conflict resolution. Male sibling relationships are conflicting and less warm and that males tend to develop conflict resolution styles that are beneficial either for self or the other party, or disadvantageous for both. This proves the first hypothesis which stated that males experience lower warmth and higher sibling conflict and rivalry when evaluated on gender differences and are less likely to develop “harmonious” conflict resolution styles.

In the third t-test analysis between above average and below average rivalry among siblings on conflict resolution styles – T-scores for collaborating, competing, avoiding, accommodating and compromising respectively were: -1.444, -1.317, -2.158, -1.065 and -1.299. Significance (p) for collaborating, competing, avoiding, accommodating and compromising respectively were: 0.79, 0.98, 0.019, 0.147 and 0.101. Results indicate that lower rivalry within sibling relationships is suitable towards the development of all of the conflict resolution styles, being most suitable for avoidant conflict resolution and least suitable for compromising conflict resolution style. P values are low therefore the results are statistically significant.

In the fourth t-test analysis between above average and below average conflict among siblings on conflict resolution styles – T-scores for collaborating, competing, avoiding, accommodating and compromising respectively were: -3.038, -1.520, -2.270, -1.862 and -3.135. Significance (p) for collaborating, competing, avoiding, accommodating and compromising respectively were: 0.002, 0.067, 0.017, 0.035 and 0.001. The results indicate that lower conflict within sibling relationships is suitable for all conflict resolution styles, being most suitable for collaborating and compromising conflict resolution styles and least suitable for competing and accommodating conflict resolution styles. P values are low therefore the results are statistically significant.

In the fifth t-test analysis between above average and below average warmth among siblings on conflict resolution styles – T-scores for collaborating, competing, avoiding, accommodating and compromising respectively were: 1.240, 1.538, 0.884, 1.065 and 1.757. Significance (p) for collaborating, competing, avoiding, accommodating and compromising respectively were: 0.168, 0.130, 0.234, 0.199 and 0.107. Results indicate that high warmth is suitable for collaborating, competing, accommodating and compromising conflict resolution and moderately significant for avoiding conflict resolution style. P values are low therefore the results are statistically significant.

When examining the impact of sibling relationships on the development on conflict resolution style it was discovered that: higher warmth leads to lower tendency of avoiding conflict resolution style. Lower conflict supports the development of harmonious conflict resolution styles where both parties are benefitted partially or wholly and also leads to lesser chance of absolutist conflict resolution styles where only one party can benefit. Lower rivalry may lead to a tendency to have an avoidant conflict resolution approach. This proves the second hypothesis which stated that higher warmth and lower conflict among siblings leads to developing harmonious conflict resolution styles in youth.

CONCLUSION

The study concludes that males show higher conflict and lower warmth whereas females show lower conflict and higher warmth in sibling relationships. Males are more likely to develop absolutist or avoidant conflict resolution styles whereas females are more likely to develop harmonious conflict resolution styles.

Sibling relationships that are higher in warmth and lower in conflict are more likely to develop harmonious conflict resolution styles whereas sibling relationships that are lower in warmth and higher in conflict are more likely to tend towards absolutist Or avoiding conflict resolution styles.

Higher sibling rivalry may hold importance in decreasing avoidance in the face of conflict as it may act as a catalyst in developing an individual's ability to cope with conflict and manage resources and situations effectively.

Further research into the effects of rivalry in sibling relationships will be required to understand its role in conflict resolution.

Conflict Resolution in Siblings

Conflict resolution between siblings may be addressed in a variety of ways to foster understanding, collaboration, and strong family ties. Here are a few good strategies:

Open Communication: Encouraging siblings to express their thoughts, feelings, and needs openly and respectfully. Creation of a safe space where they feel comfortable to discuss their concerns without fear of judgment or reprisal.

Imparting Active Listening: Harboring active listening skills among siblings, which involve fully engaging with what the other person is saying, asking clarifying questions, and

summarizing their understanding to ensure accurate communication and empathy can increase the chance of happy and harmonious sibling relationship and reduced rivalry or conflict.

Set Clear Expectations: Establishing clear expectations and rules of behaving, sharing, and resolving a conflict within the family. This will help prevent any misunderstandings and reducing the likelihood of conflicts escalating into more serious disputes and eventually a sibling rivalry.

Encourage Empathy: Fostering empathetic relationship among siblings will help them understand each other's perspectives and emotions clearly. Encouragement of stepping in each other's shoes and considering how their actions and words may impact their siblings will bring in new insights thus reducing any underlying conflicts.

Tutoring Problem-Solving Skills: Instilling siblings with effective problem-solving techniques, such as brainstorming solutions, evaluating options, and compromising will ensure that they reach mutually acceptable agreements. Encouragement in adopting and practicing collaboration strategy to work out most of their disputes.

Promote Teamwork and Collaboration: Encourage siblings to cooperate rather than compete. Emphasize the value of family collaboration, mutual support, and common goals.

Lead by Example: Modelling positive conflict resolution strategies in one's interactions with their children is a must. Demonstrating active listening, empathy, and assertiveness in communication, and showing how to resolve conflicts peacefully and respectfully is the cornerstone of leading by example to resolve any conflict.

Use Positive Reinforcement: Acknowledging and praising the siblings when conflicts are handled constructively and respectfully should be the way to go. Positive reinforcement can help reinforce desirable behaviours and encourage siblings to continue using effective conflict resolution strategies in the future.

Address Underlying Issues: Exploring as well as addressing any underlying issues or dynamics that may be contribute to sibling conflicts, such as jealousy, competition, or differences in temperament. Teaching and helping siblings to develop and adopt strategies for coping with such challenges and fostering healthier relationships with each other.

LIMITATIONS

1. The sample size for the research was limited due to time constraint, therefore results may not be applicable over general population.
2. The sample location for the research was limited due to time constraint, therefore results may not be applicable over a large geographical area.
3. Subjective bias by participants may exist and may have slightly affected the results.

STATEMENT OF COMPETING INTERESTS

The authors have no competing interests.

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