

# INTERNAL COMMUNICATION APPROACHES FOR TEAMWORK AND ORGANIZATIONAL CONFLICT

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**Abstract-** This article presents a literature based examination of internal communication and conflict management within work teams. The study synthesizes scholarly perspectives to clarify how communication practices shape shared understanding coordination and trust among team members. Internal communication is treated as an interpretive process through which meanings expectations and work norms are continuously negotiated. When communication quality declines conflict tends to be personalized escalated and disconnected from task objectives. Conversely structured dialogue attentive listening and clarity of roles support constructive conflict handling. The review shows that conflict handled through open communication can stimulate learning adjustment and collective commitment. Team performance emerges from the alignment between communicative routines and agreed work practices rather than from individual capability alone. The paper highlights how reflective communication supports early recognition of tension emotional regulation and fair negotiation of differences. Such processes help teams maintain cooperation under pressure and change. By focusing on conceptual integration, the study contributes a coherent framework linking internal communication conflict handling and team performance. The findings offer guidance for organizational design leadership development and daily team practices aimed at sustaining reliable collaboration. The article concludes that attention to communication quality is central for maintaining stable teamwork and responsible conflict handling across organizational settings. It provides a foundation for future theoretical refinement and informed managerial judgment grounded in collective sensemaking accountability and sustained professional interaction within diverse organizational environments worldwide across sectors and cultures.

**Keywords:** internal communication; team conflict; teamwork; organizational interaction; collective sensemaking; coordination; trust.

## INTRODUCTION

Modern organizations are faced with the need to maintain stable teamwork amid ever-increasing performance demands. Work activities increasingly rely on cross-functional coordination, rapid information exchange, and a shared understanding of common goals. In this situation, internal communication becomes the primary means for team members to build understanding, align actions, and negotiate differences of opinion. Communication does not stop at delivering messages, but includes the process of interpreting meaning, building trust, and regulating working relationships. When communication is effective, teams are able to maintain their work rhythm, manage tension, and stay focused on organizational goals. Conversely, poorly managed communication often leads to misunderstandings, prejudices, and conflicts that disrupt cooperation (Gramchev et al., 2023). The discussion of internal communication needs to be understood as part of the social dynamics within an organization, which influences how individuals interpret their roles and respond to the presence of others in the team.

Changes in work patterns within organizations reinforce the importance of internal communication. Increasingly flexible organizational structures, the use of communication technology, and the growing diversity of team members' backgrounds demand adaptive communication skills (Marsal & Darmawan, 2022). This adaptation is particularly crucial in multicultural settings, where situational leadership can be implemented to bridge differences and enhance team performance (Gardi et al., 2024). Work interactions are no longer limited to face-to-face meetings but take place through various channels with different characteristics. Each channel has its own way of conveying messages and building relationships. In such circumstances, understanding does not form automatically, but rather through a process of repeated interpretation of messages, symbols, and responses. This process opens up space for differences in perception that can develop into conflict if not managed properly (Kanchev, 2022). Internal communication, therefore, needs to be understood as a practice that requires conscious management, not just a routine activity that takes place automatically within an organization.

Conflict within teams is an integral part of work interactions, as differences in interests, values, work styles, and performance expectations are inherent in the collaboration process (De Dreu, 2016). Conflict can arise openly through debate, or covertly through passive attitudes and withdrawal, depending on the communication norms that develop within the team. Employing effective conflict management strategies is essential for fostering a harmonious and productive work

environment (Nuraini et al., 2021). The existence of conflict is not always destructive, as differences in opinion can be a source of learning, correction, and improvement of collective decisions (Tjosvold et al., 2014). Conflict has the potential to disrupt team performance if it is not managed through clear, open, and focused communication. The way a team communicates determines whether conflict develops into prolonged tension or instead serves as a means of clarifying roles and adjusting work (Keyton, 2017). A constructive approach to resolution often relies on a foundation of strong ethical values and a supportive organizational culture (Khayru et al., 2021). Internal communication is therefore closely related to conflict management, as it is through communication that team members interpret situations, convey interests, and build mutual understanding.

Team performance is often used as a benchmark for organizational success in achieving strategic goals. Performance is influenced not only by individual technical abilities, but also by the quality of interaction, trust, and coordination among team members (Mathieu et al., 2017). Teams with clear communication patterns tend to be able to divide tasks effectively, solve problems collaboratively, and maintain motivation and work commitment. This collaborative spirit and effectiveness are significantly enhanced by leadership styles focused on service and empowerment, such as servant leadership (Irfan & Al Hakim, 2022). Conversely, teams with unstructured communication are more prone to duplication of work, personal tensions, and a decline in trust. In conflict situations, team performance is highly dependent on the ability to communicate rationally, manage emotions, and develop mutually acceptable working agreements (Salas, Shuffler, Thayer, Bedwell, & Lazzara, 2015). Research on internal communication and conflict management is directly relevant to understanding the dynamics of team performance in modern organizations.

The interpretive approach in social science provides a framework for reading internal communication as a process of shared meaning-making. Each message is understood through the experience, expectations, and background of the message recipient. In team interactions, meaning is constructed dialogically through a continuous exchange of views. Conflict arises when different interpretations do not find adequate space for clarification. By reading communication as a process of interpretation, attention can be directed to how communication strategies are constructed, how messages are received, and how responses are formed in complex work situations. This approach allows for a reflective discussion of internal communication and team conflict, placing the subjective experiences of team members as an important part of organizational analysis.

In organizational practice, internal communication is often narrowly understood as the delivery of information from superiors to subordinates or between team members. This understanding ignores the dimensions of interpretation and relationships inherent in the communication process. As a result, organizations often view team conflicts as individual problems or personal attitudes, without linking them to established communication patterns. When conflicts arise, attention is focused more on quick resolution, while the root causes related to how messages are conveyed and received receive less attention (Fared & Darmawan, 2021). This situation causes conflicts to recur in different forms, because the source of tension is never discussed openly. This problem highlights the gap between internal communication practices and the need for sustainable conflict management in work teams.

Another issue relates to the relationship between internal communication and team performance. Many organizations assess performance through work output indicators, without considering the underlying interaction process. When performance declines, explanations often focus on individual incompetence or weak supervision. This approach obscures the role of communication in shaping the work climate and how teams respond to pressure. Conflicts that are not managed through proper communication can erode the trust and commitment of team members, which ultimately affects overall performance. The unclear relationship between internal communication, conflict management, and team performance is a conceptual issue that requires more focused study.

Organizational changes and work patterns place internal communication as an increasingly decisive element in teamwork quality. Intensive work interactions, demands for rapid coordination, and team member diversity increase the likelihood of differences of opinion. In such circumstances, conflicts can easily arise if not balanced with a clear communication strategy. Leaders play a key role in this context, not only in managing day-to-day operations but also in creating a culture that fosters innovation and team creativity (Özkaya et al., 2023). Examining internal communication and conflict management provides insight into how organizations can maintain teamwork quality amid complex interactions. This research provides space to understand the social processes that are often overlooked in performance assessments, enabling organizations to read team dynamics more holistically and reflectively.

Attention to internal communication and team conflicts provides the basis for developing organizational policies that are more sensitive to the work experiences of team members. By understanding communication as a process of interpretation and relationship, organizations can assess performance more proportionally and fairly. This review helps to position conflict as part of work interactions that require management, rather than simply a disturbance that must be avoided. Furthermore, adopting a flexible and adaptive leadership style is instrumental in improving both employee engagement and overall team development (Rojak & Darmawan, 2023). This discussion therefore contributes conceptually to the organization's understanding of the relationship between communication, conflict, and team performance.

This paper aims to systematically examine internal communication as a social process that influences conflict management and team performance in organizations. This research is aimed at formulating a conceptual understanding

of internal communication strategies that support teamwork, as well as explaining how communication is used to interpret and manage workplace conflicts. This paper is expected to enrich organizational studies by placing communication and conflict as part of the dynamics of meaning constructed in team interactions. In practical terms, this discussion provides a basis for organizations in designing internal communication policies that are in line with team work needs, so that performance can be maintained through healthy and focused working relationships.

## RESEARCH METHODS

This research uses a qualitative literature study approach with the aim of developing a structured conceptual understanding of internal communication, conflict management, and team performance. A literature research approach was chosen because it allows for a systematic exploration of ideas, concepts, and patterns of argumentation that have developed in interdisciplinary scientific works. The research process began with determining a thematic focus that was in line with the problem formulation, followed by the collection of relevant scientific sources. The literature analyzed included academic books and reputable journal articles discussing organizational communication, conflict dynamics, and teamwork. A qualitative approach was used to interpret the meanings, assumptions, and relationships between concepts contained in scientific texts, so that the results of the study did not stop at comparing definitions but produced a coherent and argumentative synthesis of ideas.

Literature searches were conducted using international scientific databases with keywords that were formulated in stages, covering internal communication, team conflict, and work group performance. Inclusion criteria were set for scientific works that discussed communication within organizations and work conflicts conceptually or theoretically, and were directly relevant to team dynamics. Literature that was purely descriptive, did not undergo peer review, or focused on field data without conceptual development was excluded from the study. The selection process was carried out by reading the abstract, introduction, and conclusion, followed by a full reading of the selected sources. This step aimed to maintain consistency of focus and ensure that each source contributed substantively to the development of the research theme.

Data analysis was conducted through thematic synthesis by grouping the main ideas that emerged from various sources into interrelated conceptual themes. Each theme was examined through critical reading to identify similarities, differences, and tensions in thinking between authors. The coding process was done manually by noting key concepts, theoretical assumptions, and implications of thinking relevant to team communication and conflict. The quality assurance of the study was carried out through consistency of interpretation, the use of widely recognized scientific sources, and re-examination of the logical relationships between arguments. With this procedure, the research results are expected to have academic reliability and can be accounted for as a systematic and reflective literature review.

## RESULTS AND DISCUSSIONS

### **Strategies for Strengthening Internal Communication in Teamwork**

Internal communication within a team can be understood as a social process that shapes a shared understanding of goals, roles, and ways of working. In organizational practice, communication is often treated as a technical means of conveying instructions or reports. This view tends to ignore the fact that communication always involves the interpretation of meaning by team members. Each message is received through different backgrounds of experience, values, and expectations. This potential for misalignment is particularly pronounced in multicultural work environments, where differing values can lead to normative tensions and conflict if not navigated through sensitive communication (Irfan, 2023). Strengthening internal communication requires attention to how messages are formulated, conveyed, and responded to in daily interactions. Effective communication strategies stem from the awareness that teamwork depends on the ability of members to build a relatively shared understanding, even if it is not always uniform. This process requires a space for dialogue that allows for clarification, questions, and the exchange of views without fear of reprisal. Internal communication thus becomes the foundation for stable and sustainable cooperation within the team. Effective internal communication by leaders Forters shared understanding, reduce resistance, and promotes collaboration during organizational processes (Men & Yue, 2019), which emphasizes the importance of dialogue-based communication and shared meaning for team success. Internal communication becomes the foundation for creating stable and sustainable cooperation within the team.

One important aspect of strengthening internal communication is clarity of team objectives. Objectives that are not understood in the same way often led to different interpretations of priorities and responsibilities. When team members have a vague idea of the direction of work, communication tends to be reactive and defensive. In such circumstances, messages can easily be misinterpreted as pressure or personal criticism. A targeted communication strategy places the formulation and affirmation of goals as part of routine interactions, not just formal statements at the beginning of work. Through repeated and consistent communication, goals become a common reference point for decision-making and problem-solving. Leadership plays a crucial role here, where situational leadership strategies are essential for effectively

managing change and clarifying team objectives to improve overall performance (Mardikaningsih & Darmawan, 2022). Clear internal communication including the explicit articulation of organizational goals enhances employees' understanding of their roles and alignment with organizational priorities, which helps teams align their understanding of what needs to be achieved and how to achieve it (Santos et al., 2023). Clear goals help team members place differences of opinion within the same framework, so that potential tensions can be managed rationally. Internal communication thus serves as a means of aligning work orientations.

Strengthening internal communication is also related to clarity of roles within the team. Poorly defined roles often lead to overlapping tasks, mutual blame, or withdrawal from responsibility. In situations like this, conflict arises not because of sharp differences in values, but because of uncertainty about who does what. Effective communication strategies focus on open discussions about role distribution and work expectations. These discussions do not stop at the initial agreement, but are updated as the team's needs change. Through ongoing communication, team members have the opportunity to express difficulties, ask for clarification, or propose role adjustments. In multicultural settings, the implementation of situational leadership becomes especially valuable for navigating these role ambiguities and enhancing team performance (Gardi et al., 2024). Research has shown that clarity of roles and responsibilities influences the effectiveness of organizational efforts by reducing tension and anxiety among members and improving job satisfaction, commitment, and involvement (Sayogo et al., 2016). This process strengthens a sense of fairness and mutual trust, which ultimately supports the smooth running of the team as a whole.

Another aspect that determines the quality of internal communication is the pattern of interaction between team members. Communication patterns that are dominated by one party often limit the exchange of ideas and suppress participation. In the long term, this condition can create psychological distance and passive attitudes. Strengthening communication requires establishing interaction patterns that give all members proportional space to speak. This does not mean that everyone must speak equally, but rather that everyone feels that their opinions can be expressed and considered. When team members feel that there is a safe space to speak, communication becomes more open and honest. Transformational leadership, for instance, has been shown to positively impact team performance by fostering collaboration and enhancing individual motivation, thereby creating a more participative communication climate (Rojak & Khayru, 2022). This openness helps the team identify potential problems early on before they develop into conflicts that disrupt teamwork. Team psychological safety is defined as a team climate where members feel safe enough to take risks, propose new ideas, and try new strategies without worrying about potential negative consequences (Paulus, 2023).

The quality of internal communication is greatly influenced by listening skills. In many work situations, attention is often focused more on delivering messages than on receiving them, so that dialogue turns into a series of intersecting monologues (Bodie et al., 2015). A mature communication strategy places listening as a core skill in teamwork. Listening does not simply mean remaining silent while others speak, but rather is an active process of understanding the meaning, emotions, and interests being conveyed (Kluger & Itzhakov, 2014). Through reflective listening, team members can pick up on nuances that are not always explicitly stated. This ability helps reduce misunderstandings and build more respectful working relationships, so that strengthening internal communication requires the development of a receptive attitude in team interactions.

Trust is an important prerequisite for healthy internal communication. Without trust, every message tends to be interpreted defensively and with suspicion. Under such conditions, communication easily becomes a means of self-defense rather than a means of problem solving. Strengthening internal communication requires building trust through consistency between words and actions, because trust grows when organizational behavior is predictable and understandable (Dirks & Ferrin, 2012). Leadership approaches like servant leadership, which prioritizes the growth and well-being of team members, are instrumental in cultivating this foundational trust and improving team effectiveness (Irfan & Al Hakim, 2022). When team members feel psychologically safe, they are more likely to express disagreement, concerns, or mistakes without fear of negative consequences (Edmondson, 2012). With trust, internal communication functions as a mechanism for coordination and problem solving, rather than as a source of additional tension.

The language used in internal communication also affects the quality of team interactions. Ambiguous, defensive, or accusatory language often triggers emotional reactions that obscure the substance of the issue. Constructive communication strategies require the use of clear, specific, task-oriented, and solution-oriented language (Cornelissen, 2014). Choosing the right words helps keep the conversation focused on work issues, rather than personal judgments. In situations of disagreement, the use of measured and neutral language allows the team to discuss issues rationally and productively. Strengthening internal communication therefore includes linguistic awareness in composing messages that can be received constructively by all team members.

Emotion management is an integral part of internal communication strategies. Work interactions often involve time pressure, performance demands, and diverse interests, triggering emotional reactions that affect how messages are conveyed and interpreted (Ashkanasy & Humphrey, 2012). Effective communication strategies acknowledge the presence of emotions in teamwork without allowing them to dominate interactions. Through reflective communication, team members can express discomfort in a controlled manner that is relevant to the work context. This approach helps



prevent the escalation of conflicts stemming from accumulated unresolved emotions, while maintaining the quality of working relationships (Gross, 2015).

The rhythm of communication also affects the success of teamwork. Communication that is too infrequent can disrupt the flow of information and trigger speculation, while communication that is too dense without a clear purpose has the potential to cause cognitive and emotional fatigue. Communication enhancement strategies require adjusting the rhythm of interactions to work needs, including setting the frequency of meetings, updating information, and selecting mutually agreed communication channels (Mazmanian et al., 2013). In the digital era, this rhythm is often facilitated by digital-oriented leadership, which fosters operational efficiency and collaboration through the strategic use of technology (Darmawan & Gardi, 2024). With the right rhythm, team members have the space to prepare themselves, manage their workload, and respond to changes in a calmer and coordinated manner.

Strengthening internal communication is closely related to a team's ability to engage in reflection. Reflection enables teams to review existing communication patterns and assess their impact on collaboration and performance. Through reflective practices, teams can identify communication behaviors that support effectiveness as well as those that hinder it, and then make deliberate adjustments (Schippers et al., 2015). This process creates opportunities for collective learning, where work experiences are transformed into shared practical knowledge. Reflection is not aimed at identifying individual errors, but at understanding interaction dynamics and improving them over time. Thus, reflection functions as a key mechanism through which internal communication evolves and supports continuous team development.

In teamwork, internal communication serves as a bridge between individual differences and shared objectives. Each team member brings diverse backgrounds, perspectives, and work styles, which can become valuable resources when managed through purposeful communication. A well-developed communication strategy enables teams to channel these differences into constructive dialogue and collaborative problem-solving. Sustained interaction allows differing viewpoints to be processed into more considered and balanced collective decisions (Rico et al., 2012). Therefore, effective internal communication directly enhances decision quality and reinforces the stability of teamwork.

Strengthening internal communication also contributes to the formation of team identity. Through repeated interactions, teams develop shared ways of speaking, common values, and habitual patterns of working that distinguish them as a collective. This shared identity fosters a sense of belonging and provides direction for members in fulfilling their roles. When communication is managed effectively, team identity emerges in an inclusive manner that supports performance. Conversely, poorly structured communication may lead to fragmented and fragile identity formation. Hence, internal communication plays a central role in shaping a cohesive and resilient team identity (Ashforth & Mael, 2016).

This discussion highlights that strategies for strengthening internal communication are inseparable from the social dynamics of teamwork. Communication encompasses not only clarity of goals and roles, but also interaction patterns, language use, emotional expression, and shared reflection. By managing these elements deliberately, teams can establish stable and productive collaboration. Effective internal communication enables teams to sustain cooperation while adapting to challenges and changes. Accordingly, internal communication serves as a foundational element for teamwork sustainability and provides an essential basis for further discussion on conflict management in the next section.

### **Internal Communication and Conflict Management in Team Performance**

Conflict within a work team is a consequence of intensive interaction between individuals with diverse interests, interpretations, and expectations. Conflict does not arise suddenly, but rather develops through a series of communications that experience distortion, emotional buildup, or ambiguity of meaning. In this context, internal communication becomes the primary medium that determines how conflict is recognized, interpreted, and directed. When communication is closed or defensive, conflict tends to be perceived as a personal threat. Open communication allows conflict to be understood as a difference of opinion related to work. The way a team interprets conflict from the outset greatly determines the direction of its management. Proactive efforts, such as cross-functional training, can be designed and implemented to build shared understanding and preemptively improve collaboration, thereby mitigating communication-based conflicts (Fared & Darmawan, 2021). Internal communication therefore serves as a gateway to the process of constructive conflict management in team performance.

Conflict management through communication begins with the team's ability to openly identify sources of tension. Many conflicts persist because they are never explicitly expressed. Discomfort is stored in the form of sarcasm, withdrawal, or decreased work quality. Healthy internal communication provides a safe space for team members to express their objections without feeling threatened. In this space, conflicts can be articulated as work issues that require mutual clarification. This process of disclosure helps shift the conflict from the personal to the task realm, allowing for rational discussion. Communication practices are especially critical for managing global teams, where diverse cultural frameworks demand nuanced approaches to understanding and addressing underlying tensions (Sajjapong & Irfan, 2022). Communication thus becomes an initial means of preventing conflicts from developing into prolonged tensions.

The success of conflict management is strongly influenced by how messages are conveyed when differences arise within a team. Communication that is delivered in an accusatory or judgmental tone tends to provoke defensive reactions, which limit openness and reduce willingness to engage in dialogue. Such reactions often shift attention away

from problem-solving toward self-protection, making conflict more difficult to manage constructively. In contrast, messages that emphasize work-related issues, shared objectives, and the consequences of certain actions create space for rational discussion and collaboration. Targeted internal communication helps team members distinguish between criticism directed at work processes and personal judgment, which is essential for preserving dignity and mutual respect. When this distinction is clearly maintained, conflict can function as a mechanism for mutual correction and improvement rather than a source of interpersonal tension. Thus, the framing and delivery of messages play a decisive role in determining whether conflict undermines relationships or contributes positively to team performance.

Conflicts are often accompanied by strong emotional responses, particularly when team members feel undervalued, ignored, or misunderstood. In such situations, internal communication becomes a crucial tool for regulating collective emotions and maintaining psychological balance within the team. Calm, structured, and respectful communication allows emotions to be acknowledged without letting them dominate interactions or derail discussions. Recognizing emotions does not imply agreeing with all demands or positions, but rather validating individual experiences and perspectives. This acknowledgment helps reduce emotional intensity and prevents escalation. As emotions subside, team members are better able to refocus on task-related issues and collaborative problem-solving. Therefore, internal communication serves not only an informational function, but also an emotional regulatory function that sustains a productive working atmosphere.

Conflict management is also closely linked to a team's capacity to establish and revise working agreements. Many conflicts emerge because existing rules, task distributions, or coordination mechanisms are no longer aligned with current demands. Through open internal communication, teams can collectively review these arrangements and identify sources of tension. This process requires openness, mutual listening, and a willingness to reconsider established practices. Effective communication ensures that each party can clearly articulate interests, concerns, and expectations. As a result, new agreements can be negotiated in a fair and transparent manner. These agreements must also align with organizational change management processes and legal compliance frameworks to ensure long-term sustainability (Darmawan et al., 2024). In this way, conflict becomes a trigger for necessary adjustment and organizational learning rather than a disruptive force.

From a performance perspective, well-managed conflict has the potential to improve the quality of team decisions. Differences of opinion stimulate critical thinking and encourage teams to explore a broader range of alternatives. This diversity of perspectives helps prevent premature consensus and reduces the risk of flawed decisions. However, these benefits only emerge when internal communication allows for balanced participation among team members. When communication is dominated by certain individuals or hierarchical positions, conflict shifts from constructive debate to power struggle. Inclusive communication ensures that arguments are evaluated based on their merit rather than authority. Consequently, effective conflict communication enables teams to transform disagreement into a source of insight that strengthens collective decision-making and performance outcomes.

Trust remains a central factor shaping the relationship between communication and conflict resolution. Conflicts that occur within an atmosphere of mutual trust are more likely to be addressed openly and resolved constructively. Internal communication contributes to trust by ensuring transparency in processes, consistency in treatment, and fairness in decision-making. When team members perceive that conflicts are handled impartially, they feel secure even in the presence of sharp disagreement. This sense of security allows collaboration to continue while conflicts are being resolved. Without trust, conflicts tend to generate suspicion, withdrawal, and fragmentation. Thus, internal communication plays a vital role in maintaining trust as a foundation for effective conflict management and sustained team performance.

Conflict management through communication also has important implications for team learning. Every conflict contains valuable information about weaknesses in work systems, unclear roles, or ineffective interaction patterns. Through reflective communication, teams can analyze these experiences and extract lessons for improvement. This reflective process transforms conflict from a negative event into a learning opportunity. Lessons derived from past conflicts help teams anticipate and manage similar challenges in the future. Over time, this strengthens the team's adaptive capacity in dynamic and uncertain environments. Internal communication therefore acts as a bridge between conflict and continuous learning as part of performance development.

In mature teams, communication about conflict does not wait until problems escalate openly. Team members develop the ability to recognize early signs of tension and address them proactively. This sensitivity emerges from habits of open, respectful, and routine communication, where expressing disagreement is not perceived as a threat (De Wit et al., 2012). Early discussion allows differences to be managed before they evolve into disruptive conflict. Preventive conflict management does not eliminate disagreement, but regulates it from the outset. As a result, teams are able to preserve energy, focus on tasks, and maintain stable performance without prolonged periods of tension.

Team performance is also influenced by how conflict resolution outcomes are communicated and implemented. Conflicts resolved unilaterally often leave unresolved dissatisfaction, which may reappear as resistance or declining commitment. Dialogue-oriented communication ensures that both the resolution process and its outcomes are understood and accepted by all parties involved (O'Neill et al., 2013). Shared understanding fosters a sense of ownership over decisions and increases willingness to implement them consistently. Without sufficient communication, agreements tend

to remain formal and weak in practice. Therefore, internal communication ensures continuity between conflict resolution and effective execution of team decisions.

Conflict management cannot be separated from leadership dynamics within teams. Leaders who facilitate open and respectful communication help create safe spaces where differences can be expressed constructively. However, effective conflict management does not rely solely on formal leaders. Relational leadership and shared responsibility enable team members to provide feedback, correct each other, and offer mutual support (Uhl-Bien et al., 2014). Strong internal communication distributes responsibility for managing conflict across the team, reinforcing collective ownership of outcomes (Farh et al., 2017). Similar principles of structured resolution and shared accountability are reflected in legal frameworks addressing conflicts among minority shareholders (Rahayu et al., 2024). Thus, communication transforms conflict management into a collective capability rather than an individual burden.

Over time, consistent and targeted internal communication shapes a team culture for dealing with conflict. This culture is reflected in how teams discuss differences, express disagreement, and seek mutually acceptable solutions. A healthy communication culture frames conflict as a natural and manageable aspect of collaboration. Such a culture encourages openness, resilience, and adaptability. Teams operating within this culture are better equipped to sustain performance under pressure and during periods of change (Darmawan, 2021). Hence, communication culture becomes a long-term strategic asset for sustaining team effectiveness.

Overall, this discussion demonstrates that internal communication and conflict management are deeply interconnected in shaping team performance. Communication determines how conflicts are recognized, interpreted, discussed, and resolved. It also influences whether conflicts are transformed into learning opportunities or sources of disruption. Teams that invest in strong internal communication are better positioned to manage differences productively and maintain cooperation. This analysis confirms that sustainable team performance cannot be separated from the quality of communication that enables constructive management of conflict.

## CONCLUSIONS

This research confirms that internal communication is a relational foundation that determines teamwork sustainability and how conflicts are understood and managed. Through a literature review, it appears that communication works as a process of shared interpretation that shapes clarity of purpose, division of labor, trust, and rhythm of interaction. Conflict arises when interpretations of messages and expectations do not align, then develops into tension that disrupts coordination. Conversely, well-maintained communication allows conflict to be seen as a difference of opinion related to work, so that it can be directed towards clarification and mutual adjustment. Team performance is not separate from this process, as work results arise from harmonious understanding and collective commitment. The quality of communication determines whether conflict weakens or strengthens teamwork. This conclusion positions internal communication as a key element that connects social interaction, difference management, and team performance sustainability within organizations.

The implications of this research lie in how organizations view internal communication as a practice that needs to be managed consciously and continuously. Organizations need to understand that restructuring work without paying attention to communication patterns risks producing superficial improvements. Team development needs to be directed towards creating a safe space for dialogue, clarity of work language, and a habit of shared reflection. Another implication relates to conflict management, which should not be viewed as a failure of relationships, but rather as an indicator of the need to adjust communication methods. At the managerial level, this understanding encourages performance assessments that take into account the interaction process, not just work output. For organizational development, these implications provide a basis for designing communication policies that maintain trust, openness, and long-term team continuity.

Based on the results of the study, it is recommended that organizations organize internal communication as part of their daily team management. Work teams need to be facilitated to develop the habit of openly discussing goals, roles, and tensions that arise at work. Strengthening listening skills and the use of clear work language should be a focus in human resource development. Organizations are advised to provide regular reflection spaces so that experiences of conflict can be processed into collective learning. For future researchers, it is recommended to expand the literature review with a cross-disciplinary approach to enrich the understanding of the relationship between communication and teamwork. Further research can also examine differences in communication patterns in various types of work teams to deepen the theoretical understanding that has been built.

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