



## Editorial

### INTER PERSONAL CONFLICT

Interpersonal conflict is found to be the major obstacle in day to day administration in almost all the institutions. Every individual works in government or private sectors should understand how the interpersonal conflict starts, what are the possible reasons and how this could be solved.

Interpersonal conflict usually involves two or more individuals. Such conflict situation is made up of at least two individuals who hold polarized points of view, who are somewhat intolerant of ambiguities, who ignore delicate shades of gray, and who are quick to jump to conclusions. Individuals, who join an organization, bring along with them certain needs and beliefs. When they work for the organizational goal the needs, beliefs, values and customs of individuals do clash and this result in conflict.

#### Reasons for inter-personal conflict:

The most commonly cited reasons for interpersonal conflict are personality differences, perceptions, clashes of values and interests, competitive environment, power and status differences, scarce resources, stereotype behaviour, and exploitative nature of human beings.

#### Ways and means to manage conflict:

Conflict can be managed in a number of ways. Various factors need to be considered to decide the right method that would prove useful in a particular situation.

Some of the ways and means to manage conflict are briefed below.

#### Avoidance:

This indicates absence of any action. This also includes withdrawal and suppression. This method is like pushing the issue under the carpet. However this can be used as an interim strategy to allow the parties to cool down.

#### Authoritative command or imposing solution:

This method forces the conflicting parties to accept a solution which is devised by the higher-ups in the hierarchy. This is good in emergencies when quick decision is needed. This method neither allows the conflict to surface nor it gives room to the conflicting parties to air their grievances.

#### Diffusion:

This strategy involves postponement or delaying the decision with the view of bringing down the intensity and thus avoids escalation of open hostility. This helps to avoid the conflict temporarily.

#### Smoothing:

This approach plays down the differences while emphasizing on the common interest. Here the differences or key points of conflict are not confronted and thus they remain under the surface. This method, therefore, is a temporary measure.

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## Message from the president

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## Message



It is with great pleasure I send this message for the first news letter of JSA for the year of 2004. Jaffna science association establish long back with the dual purpose of promoting and disseminating science and technology among students and public and encouraging research among scientist in the field of pure, applied, social and medical science.

The news letter released by the JSA provides adequate information about the activities, programme and achievements to its members, public and students. The two major activities that the JSA conduct annually are the school science programme to promote science students and annual research session to promote research in different scientific discipline.

The four sections, pure science, applied science, social science and medical science also organize seminars and popular lectures to disseminate knowledge and information.

The proposed theme of the 2004 season is "Health and Social Welfare". Health in community, nutritional health, mental and spiritual health are being identified as important for a viable and healthy society.

I take this opportunity to convey my sincere thank to all the members of the executive committee, and sectional committee and especially the editor for releasing this news letter in time.

S. Rajadurai  
President, JSA

## Sectional News

### Section A

#### Accomplished Activities :

The following popular lectures were held:

- Dr. Thavendra Rajah, Medical Physicist Mount Carmel Medical Center, Ohio, USA delivered a talk on "Application of Physics in Medicine: Physics of Radiation Therapy on August 5, 2004.
- Dr. Kamran Diba, Research Office California Institute of Technology, USA, delivered a talk on "The Physical Brain" on September 8, 2004.
- Prof. Ballal Krish, Professor of Biology at Tennessee Technical University, USA delivered a talk on "The Cell Biological research" on September 24, 2004.

In "Sanganatham" weekly magazine of Valampuri JSA – Section A has a separate column called "Vingn and Thulihal", so far we have published more than twelve articles contributed by the academic staff from Faculty of Science, University of Jaffna.

- We conduct weekly Quiz contest in the same weekly magazine and ward 3 prizes for lucky winners every week.
- Young Researcher's Award – organized Research titles on Biology, Physics, Chemistry and Mathematics are to be given to G.C.E A/L students from 4 zones of Jaffna district and Vanni region. We are going to get media Sponsorship for this award from "Thina Kural" news paper. A Seminar is to be conducted regarding this very soon in Venbadi Girls High School, Jaffna.

## Section B

### Accomplished Activities :

Two popular talks were organized by Section B on 21.07.2004 at Library Auditorium. The first popular talk was delivered by Dr.N.Sriskandarajah, Associate Professor, Section for Learning and Bioethics, Danish Research Institute for Food Economics, The Royal Veterinary and Agric University, Denmark) titled as "The Idea of a University in Today's Context". The second popular talk was delivered by Dr. (Mrs).S. Sriskandarajah (Associate Professor, Dept. of Agricultural Sciences, The Royal Veterinary and Agric University, Denmark) titled as "New developments in Plant Breeding and Improvement – Some European Experiences".

## Jaffna Science Association

### School Science Program Results 2003/2004

#### (1) Quiz Competition

##### 1. J/ HARTELY COLLEGE

1. Shanmuganathan Thananjeyan	JSAQ 191
2. Srisothiathan Pakeetharan	JSAQ 192
3. Sivakumar Tharsan	JSAQ 193
4. Sivarajah Kajendran	JSAQ 194
5. Sivayogam Kumaran	JSAQ 195

#### Runner –up

##### 2. J/ST. JHONS COLLEGE

1. Pathmanathan Sathees	JSAQ 111
2. Gopalasingam Carthigan	JSAQ 112
3. Thavapalan Shayshananth	JSAQ 113
4. Theivakularatnam Mathanraj	JSAQ 114
5. Balasegaram Jayaprakas	JSAQ 115

#### Merit performance

##### 1. JAFFNA HINDU COLLEGE

1. Kanaganayagam Shayanthan	JSAQ 101
2. Gobalakrishnan Nishandan	JSAQ 102
3. Sivapiragasham Mayoornan	JSAQ 103
4. Mahadevan Jeyasuthan	JSAQ 104
5. N. Thevakumar	JSAQ 105

##### 2. J/ NELLIADY MATHIYA MAHA VIDIYALAYAM

1. Janani Ramagrishna
2. Sowmiya Rajagobal
3. Keerththana Rajendran
4. Umaginy Balachandran
5. Enotharani Thievapulendra

#### PARTICIPANTS

##### 3. K/KILLINOCHI COLLEGE

1. Kayathiri Aruljothinathan
2. Gopalasingam Ranjithkumar
3. Shanthiraseegaram Gobithass
4. Ladchumannan Suthan
5. Sinthuja Mathuranajakam

#### WRITTEN EXAM

1. Srisothiathan Pakeetharan  
J./HARTELY COLLEGE (Rs1000)
2. Shanmuganathan Thananjeyan  
J./HARTELY COLLEGE (Rs750)
3. Sivakumar Tharsan  
J./HARTELY COLLEGE (Rs500)
4. P. Salini  
J/SEMBADI GIRLS' HIGH SCHOOL (Rs500)

#### MERIT PERFORMANCE

1. K. Shayanthan - JAFFNA HINDU COLLEGE
2. T. Thanuja - JAFFNA HINDU LADIES' COLLEGE
3. S.Rushanthini  
NELLIADY MATHIYA MAHA VIDYALAYAM
4. V.Gowshalya - KOKUVIL HINDU COLLEGE
5. S.Karthiga -METHODIST GIRLS' HIGH SCHOOL
6. K.Gunalan  
NELLIADY MATHIYA MAHA VIDYALAYAM

#### (2) EXHIBITION CONTEST

##### TITLE OF THE EXHIBITS

1. Ground water management in Jaffna  
SCHOOL: Jaffna Hindu College  
Rank: 1<sup>st</sup> Rs 3000

##### TITLE OF THE EXHIBITS

2. Over head projector  
SCHOOL: J/Uduppidy A.M.College  
Rank: 2<sup>nd</sup> Rs 2500

##### TITLE OF THE EXHIBITS

3. Impact of plastic usage in Jaffna  
SCHOOL: J/ Yalton College  
Rank: 3<sup>rd</sup> Rs 2000

#### MERIT PERFORMANCE

4. Vectors of dengue fever and problems  
SCHOOL: J/Victoria College  
Rank : 4<sup>th</sup> Rs 1500
5. Automatic seller (1000)  
SCHOOL: J/St. Patrick's College  
Rank: 5<sup>th</sup>

6. Recycling of waste  
SCHOOL: J/Jaffna Central College  
Rank: 5<sup>th</sup>
7. Beneficial insects  
SCHOOL: J/St. Patrick's College  
Rank: 5<sup>th</sup>
8. Projector  
SCHOOL: J/St. Patrick's College  
Rank: 8<sup>th</sup>
9. Religious concept and science  
SCHOOL: J/Uduppidy A.M. College  
Rank: 9<sup>th</sup>
10. The energy  
SCHOOL: J/Vembadi Girls' High School  
Rank: 9<sup>th</sup>
11. Microbial World  
SCHOOL: J/Jaffna Hindu Ladies College  
Rank: 10<sup>th</sup>  
(Continue.....from page 1)

#### PARTICIPANTS

J/ ST. HENRY'S COLLEGE

Staff in – Charge: Dr.K.Ahilan

#### ORATORICAL CONTEST

1. Kanakaradnam Sakas  
Jaffna College Vaddukokkai Rs 1000
2. Kathiresapilli Tharsanan  
Jaffna Hindu College Rs 750
3. Thanuj Thabendran  
J/ Nelliady Mathiya Maha Vidyalayam  
Rs500

Staff in – Charge: Prof.N.Gnanakumaran

#### ESSAY COMPETITION

1. Myurahty Saravanabavanathan  
J/ Vembadi Girls' High School (1000)
2. Gajenthini Thanigasalam  
J/ Manipal Ladies College (750)
3. Maryathas Hamsananthan  
Kilinochchi Muruganantha Maha  
Vidyalayam (500)

#### MERIT PERFORMANCE

4. T.Enotharani  
J/ Nelliady Mathiya Maha Vidyalayam
5. S. Anojan  
J/St. Patrick's' College
6. T. Chandrakumar  
Jaffna Hindu College
7. V. Mathivathani  
Kilinochchi Hindu College
8. S. Kandeegan  
J/Hartely College
9. S. Tharmila  
Jaffna Hindu Ladies' College
10. S.Tharshana  
Kokuvil Hindu College

Staff in – Charge: Dr (Mrs) S.Ramesh

*(Continue..... From Page 1)*

Some other approaches such as

- Appealing to superordinates goals
- Using representatives
- Altering structural variables
- Negotiation
- Problem solving/ confrontation/  
Collaboration
- Reducing task inter – dependence
- Expansion of resources
- Altering the human variables
- Establishing Rules and Procedures and
- Identifying common enemy, also  
could be used in conflict management.

It is clear that conflict is a part of living and working together. Suppression of conflict creates an air of unreality and generates “underground” stresses and strains in a system which may erupt like a volcano and destroy the system.

It is better to have open conflict than to choke the system with suppressed emotion. For organizations to be productive, certain amount of conflict is always necessary. It is essential that administration analyses the source of conflict in the institution and use appropriate strategies to tackle them.

## Antibiotics could Expose to danger your child

Antibiotics remain our most effective weapon against disease causing bacteria, with the power to save lives and prevent illness. But when overused or misused, these drugs make a person more vulnerable to attack by a super bug. The more antibiotics are used, especially indiscriminately, the more likely resistance will develop over the time.

Children are particularly at risk because. Generally, children receive more antibiotics than adults. Fever is generally the reason for which most parents bring their children to hospitals. But most children with fever have viral infections, and they probably do not need antibiotics. The bulk of antibiotics used in some parts of Asia are prescribed for situations where there is no conclusive evidence of a bacterial infection. For instance, large quantities of antibiotics are prescribed for children who have upper respiratory infections, where routine antibiotics cannot play any role.

One way of bacteria become drug – resistant is by an accident of birth. One bacterium in a billion is born with some chromosomal quirk that grants it protection from an antibiotic attack, this mutant will pass that protective gene to its off spring. Children, however, are more likely to fall victim to these mutant bugs. Children's immune response to infection is not yet fully developed. So their ability to combat drug – resistant forms of bacteria is less than the adults. Today millions of children are receiving frequent, repeated antibiotic treatment, often without parents even being aware that their children run an increased risk of multi drug – resistant infection. Many parents put pressure on doctors to prescribe a quick fix for their sick child. When parents give their children antibiotics that aren't prescribed by doctors, they are courting trouble. These antibiotics may have potent side effects or may not work at all.

Can we expect new, more effective antibiotics soon? Although industrialized

countries are conducting intensive research into fighting resistant bugs, most new drugs will take years to reach Asia.

Vaccination is another hope for protection. A vaccine prevents infection by prompting the body to manufacture antibodies to a specific virus or germ. Because childhood infections are caused by many different strains of pneumococcal bacteria, however, creating effective vaccines has been difficult.

Dr.J.P.Jeyadevan, Senior Lecturer,  
Dept. of Chemistry.

## JAFFNA SCIENCE ASSOCIATION

### EXECUTIVE COMMITTEE MEMBERS 2004 / 2005

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**Student Members – 07****JSA – Needs your support**

Please become a life/ ordinary/ Institutional member or renew your membership.

Applications for membership should be made on Association's application form, which could be obtained from the General Secretary, JSA, C/o University of Jaffna, Jaffna, Sri Lanka.

PRINTED MATTER  
 JSA – NEWSLETTER

Stamp

Chief Editor  
 Jaffna Science Association  
 C/o Department of geography  
 University of Jaffna  
 Jaffna,  
 Sri Lanka.

To: Dr. N. Sivajohan  
 Dept. of Physics,  
 Faculty of Science,  
 University of Jaffna