

Value Type, Value Type Interaction, Conflict, and Conflict Management Style of House-Sharing Young Adults

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House-sharing is often found in relatively expensive cities such as Jakarta. By sharing residence, individuals can save money on personal expenses and allocate it to meet other needs. The decision to live together, although made with full consideration including the value equation, differences between individuals are still inevitable, which can result in dispute or conflict. This study aims to obtain descriptions about value type, value type interactions, conflict, and conflict management style within these individuals. Hence, a mixed-method approach has been used with sequential explanatory strategy, which carried out the quantitative data collection and analysis using Schwartz Personal Value (SPV) questionnaire and the Thomas-Kilmann Instrument (TKI). Then a qualitative data collection and analysis was conducted. Participants were the occupants of two different residences. The results showed that the interaction between individual values may establish harmonious or conflicted relationships. Conflicts that arise from conflicting value types were managed by using different styles.

Keywords: house-sharing, young adulthood, value types, conflict, conflict management style

Berbagi tempat tinggal (BTT) merupakan fenomena yang seringkali ditemukan di berbagai kota yang tergolong mahal seperti Jakarta. Dengan BTT, individu dapat menghemat pengeluaran pribadi dan mengalokasikannya untuk memenuhi kebutuhan lain. Keputusan BTT, meskipun dibuat dengan penuh pertimbangan, termasuk persamaan nilai, perbedaan antarindividu pun tetap tak terelakkan, yang dapat berakibat perselisihan atau konflik. Penelitian ini bertujuan memperoleh gambaran tipe nilai, interaksi antartipe nilai, konflik, serta gaya pengelolaan konflik pada para individu tersebut. Untuk itu digunakan pendekatan *mixed-method* dengan strategi *sequential explanatory*, yaitu pengambilan data dan analisis secara kuantitatif menggunakan kuesioner *Schwartz Personal Value (SPV) Questionnaire* dan *The Thomas-Kilmann Instrument (TKI)*. Kemudian dilakukan pengambilan data dan analisis secara kualitatif. Partisipan adalah para penghuni dua tempat tinggal yang berbeda. Hasil penelitian menunjukkan bahwa interaksi antartipe nilai individu dapat membentuk hubungan saling selaras maupun saling bertentangan. Konflik yang muncul akibat tipe nilai yang saling bertentangan dikelola menggunakan gaya yang berbeda.

Kata kunci: berbagi tempat tinggal, dewasa muda, tipe nilai, konflik, gaya pengelolaan konflik

Several researches have shown that Jakarta is at the 10th place in Asia (Einhorn, 2007) and the 48th place in the world (CTV Globemedia, 2006) as one of the most expensive cities. The expenses of individuals living in Jakarta are mostly allocated for food and housing (Priandoyo, 2007). One of the most common solutions chosen by individuals to reduce expenses related to housing is by doing house-sharing with other people. Choosing their housing like this enables the individu-

als to share their expenses related to the said residence, like the house rent, electrical and water bill, and also other household needs (Flatshare, 2007). In general, the common reasons for an individual to decide to do house-sharing are financial reasons, the limitations of housing choices, or the sense of community with other individuals (Flatshare, 2007; Brooks, 1986).

Individuals that do house-sharing are usually single individuals who are young adults. They may already have their own income from their work or are still college students. Living together means sharing their residence and the responsibilities in fulfilling their shared

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needs in the households (Heath, 2004; Flatshare, 2007; Folts & Muir, 2002). Fitting the development stage, young adult individuals choose to not rely on both parents anymore, especially financially (Hutchinson, 2003). They start to have their own income, and have the urge to leave their parents' home, starting to be responsible about their own residence (Papalia, Olds, & Feldman, 2001; Hutchinson, 2003). But, because their journey is still at the beginning of their career, they decide to do house-sharing.

When deciding to share their house with other people, individuals usually choose to do so with people that they already know (Berg as cited in Carli, Ganley, & Pierce-Otay, 1991). If they have no one that they were familiar with, individuals that have rented a house will choose the people to share the house with later (Berg as cited in Carli, et al.). This choice is usually based on the similarities of the individuals meant to share the house (Berg as cited in Carli, et al.). Even so, despite one of the considerations in doing house-sharing is the similarities, differences between the individuals are unavoidable.

The differences between individuals can be related to differences in behaviour, activities, hobbies, and preferences in arranging the household. All of those differences are caused by the differences in values between each individual, because values are the guides for the individuals' behaviour (Alvesson as cited in Tolmats, 2004; Bardi & Schwartz, 2003). Values are part of the individual since a young age, because values are something that were taught by parents. Hence, individuals that do house-sharing are meeting each other in a situation where every single one of them have their own personal values.

Schwartz (cited in Schwartz & Bilsky, 1987) developed a value type approach by considering that values are cognitive representations of the individual's three basic needs: the need as a biological organism, the need for social interaction, and the need to have a role in a group. Based on those three needs, Schwartz developed ten value types that can be categorized into four main ones. Inside the four main values, there are ten value types, which are: Power, Achievement, Hedonism, Stimulation, Self-direction, Benevolence, Tradition, Conformity, Universalism, and Security. The ten value types have a relation to each other forming a continuum (Bardi & Schwartz, 2003). Between one value type to the other can be harmonious or conflicted. The conflicting value types are opposing each other, while those which are beside each other have a harmonious relation.

Conflict between value types can happen due to the fact that an individual's act is basically a representa-

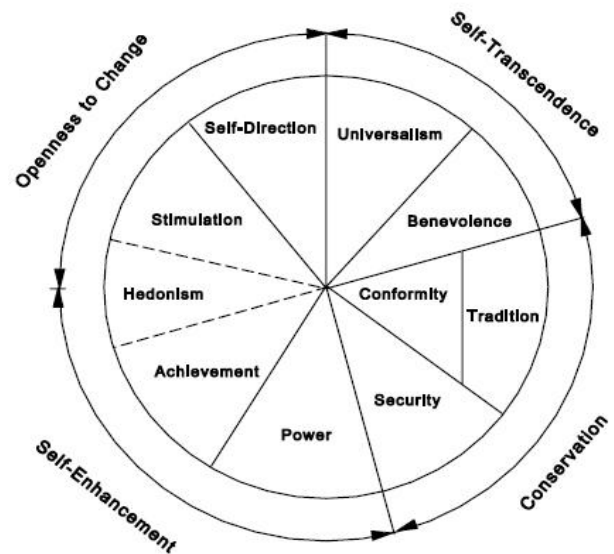


Figure 1. Theoretical model of value type relation

Reprinted from Schwartz, S.H., & Sagiv, L. (1995). Identifying Culture-Specifics in The Content and Structure of Values. *Journal of Cross-Cultural Psychology*, 26(1), p. 96.

tion of a value type. In that action there will be psychological, practical, and social consequences, that in the end may cause conflict with the other value types (Schwartz & Sagiv, 1995). When a value type of an individual is positioned at the other side of the main value types of the value type of another individual, it is possible that an interpersonal conflict would happen. The demand to adapt to each other would be greater the bigger the difference between the value types are. The adaptation often causes conflict between the individuals who were trying to get used to each other (Hurlock, 1980).

Dispute or conflict causes individuals to feel pressure, because indirectly the individuals are faced with a situation that demands decision making (Mann, 1992). Individuals are demanded to decide whether the house-sharing is still going to proceed with his friends or not. This conflict can cause positive or negative effects, depending on how the individuals deal with the conflict (Christie, Wagner, & Winter, 2001). The way used to deal with this conflict is the factor that affects the individuals' life as a whole. Thomas and Kilmann (cited in Thomas, 2006; Wilmot & Hocker, 2001) stated that this is what is called as the conflict management style.

When individuals are faced with a conflict situation, the behaviour that they show can be explained by using two different dimensions, which are the assertivity dimension and the cooperative dimension (Thomas, 2006; Kilmann & Thomas, as cited in Wilmot & Hocker, 2001; Kilmann & Thomas, as cited in Tubbs & Moss, 2003).

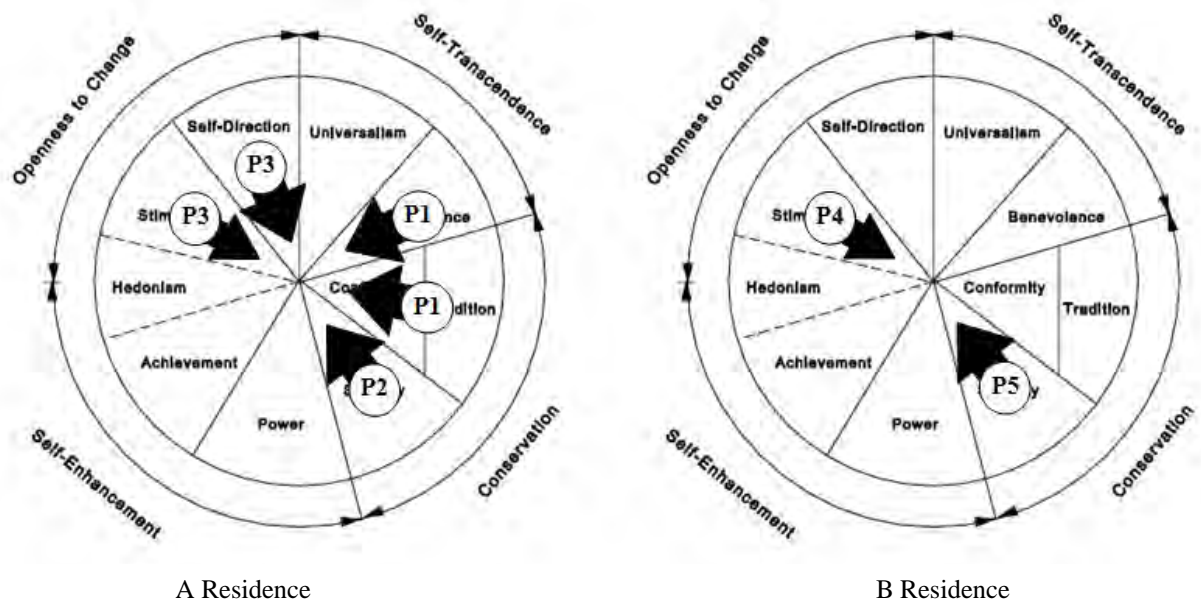


Figure 2. Value type interaction

Based on these two dimensions, Thomas and Kilmann stated that there are five styles in coping with conflict, which are Avoidance, Competition, Compromise, Accommodation, and Collaboration (Thomas, 2006; Kilmann & Thomas, as cited in Wilmot & Hocker; Kilmann & Thomas, as cited in Tubbs & Moss).

This study was conducted with the goal to obtain an image of value types, value type interaction, conflict, and conflict management style on individuals that chose to do house-sharing.

Methods

Participants

The participants of this study have the characteristics of: (1) young adult individuals, (2) 25-40 years of age, (3) single as their marriage status, (4) currently doing house-sharing, (5) living in the area of DKI Jakarta, (6) willingly participating in this study. Participants are chosen by using the purposeful sampling technique (Patton, 1990; Tashakkori & Teddlie, 1998) or also known as criterion-based selection (Le Compte & Preissle, as cited in Maxwell, 1996), a sampling technique commonly used in a mixed-method approach. The participants of this study were two residents of different households, where each were inhabited by two and three people, so five people (P1, P2, P3, P4, and P5) in total.

Data Collection

This research uses the mixed-method approach, combining the quantitative and qualitative approach. The mixed-method design used is classified as the sequential explanatory design (Creswell, 2003). The authors collected and analyzed the quantitative data then followed by the collection and analysis of the qualitative data. As usual, this mixed-method approach was conducted without generalizing the results to a wider and more general population, but instead giving description or explanation regarding the existing problem.

In the quantitative method, two inventories were used, which were Schwartz Personal Value (SPV) questionnaire to identify each individual's value type priority, and the Thomas-Kilmann Instrument (TKI) to identify each individual's style in managing conflict. SPV questionnaire used was the adapted form into the Indonesian Language, completed by the research staffs of the Experimental Psychology Department of the Faculty of Psychology, the University of Indonesia (Bonang, as cited in Schwartz & Sagiv, 1995), which was already used in several researches about value types. SPV questionnaire consists of 20 statements in the summated-rating scale with responses ranging from -1 (representing statements that are "opposite" of one's value), 0 (represents statements that are "absolutely unimportant" or "irrelevant"), up to 7 (representing the statements that are "very important"). The priority of each individual's value type are known by the sum of scores from

each statement representing each value types, culminating in ten scores for 10 value types. These scores can be sorted from the higher scores that represents the value type with the highest priority, to the lowest score that represents the value type with the lowest priority.

The Thomas-Kilmann Instrument (TKI) being used was the result of the authors' adaptation to 37 participants based on the TKI developed by Rahim and Mager (cited in Wilmot & Hocker, 2001). The Indonesian TKI consists of 14 statements in the summated-rating scale with responses that were frequentive from one (representing "never") to five (representing "always"). The individual's conflict management style is known by the sum of scores from each statements representing each style, culminating in five final scores. The highest final score represents the individual's conflict management style.

Besides collecting quantitative data, the qualitative data were collected through interviews. The interview variations used in this study was classified as interviews supported by basic guidelines (Poerwandari, 1998), with the goal of discovering the participants' experiences in house-sharing, the value types being prioritized, the experiences regarding conflicts with house-mates and the conflict management style. Because the data collection process using this interview technique resulting huge amounts of data, it was supported by audio recording device, to help the interviews being done on track according to the study frame.

Data Analysis

In the first stage which was the quantitative data analysis, the scoring was done on the SPV questionnaire so that the value type priority for each participant based

on the score of each value type was obtained. Meanwhile from the TKI scoring process, the sequence of the conflict management style was obtained, starting from the most dominant one to the least dominant, based on each style's score. The results of scoring and quantitative data analysis were used as an information supplement in conducting the interview, aside from using the existing interview guidelines.

In the second stage which was the qualitative data analysis, the analysis method used was classified as transcript-based analysis (Krueger, 1998), where the authors based the analysis on the verbatim transcript. The authors read the transcript numerous times, arranging a number of keywords and specific themes from each participant. The authors then compared each participant to the others based on the themes in order to find similarities and differences. The results are then elaborated and analyzed based on the main theory, which are the value types and value type interaction from Schwartz, and the conflict management style from Thomas and Kilmann. Aside from that, the data was also analyzed by looking at the other findings that were specific and unique, of both residences (A residence and B residence) and from each individual.

Results

Value Types and Value Type Interaction

Table 1 shows the value type priority of each participant. Table 1 reveals that the participants of this study prioritize different value types related to the house-sharing they were committed to. The value type interaction in each residence can form a harmonious or con-

Table 1
Participants' Value Type Priority

Dimension	Value Type	Residence A			Residence B	
		P1	P2	P3	P4	P5
Self-Enhancement	Power	8	5	10	10	10
	Achievement	3	3	5	3	(2)
	Hedonism	9	7	9	6	5
Openness to Change	Stimulation	4	10	(1)	(1)	8
	Self-Direction	10	8	(2)	(2)	3
Self-Transcendence	Benevolence	(1)	(2)	3	5	6
	Universalism	5	9	8	4	4
Conservation	Tradition	6	4	4	7	9
	Conformity	(2)	6	7	8	7
	Security	7	(1)	6	9	(1)

flicted relation (see Figure 2)

In Residence A, the value types prioritized by P1 and P2 tend to have a harmonious relationship, while the value types that have a conflicted relationship are P1's value types to P3, and P2's value types to P3.

For P1, the things that P1 considers to be important were to be able to fulfill the welfare of P1's close ones, including P1's housemates who were also considered to be P1's friends. This represents the priority of the value type Benevolence. Aside from Benevolence, P1 also prioritizes Conformity that pushes P1 to control P1's every action and the tendency to get angry, making P1 hopes that other people would do the same thing to P1.

P1's value types are harmonious with the prioritized value types of P2, which are Security. For P2, harmony and stability in relationship with other people is something considered to be important. This can be achieved by guarding the safety of P2's close ones, making sure that the existing social rules are being protected, helping each other, and guarding the sense of community. With the tendency to prioritize these value types, P2 is often the one who makes sure that the situation in the residence to be more properly arranged.

The value type interaction prioritized by P1 and P2 tend to be harmonious, the other way round was the value types prioritized by P3 that has a conflicted relationship to P1 and P2. For P3, the things considered to be important in life are variety and fun, not routine or order, which are the characteristics of the value type Stimulation. Other than Stimulation, P3 also prioritizes the value type Self-direction, related to the freedom to do things as P3 wanted. This is the reason why conflict often happened between P1 and P3, and between P2 and P3, the opposing value types being the reason. P1 and P2 tend to prioritize order in life, including in house-sharing, while P3 tend to prioritize freedom and variety.

The conflict between P1 and P2 to P3 often looks like a simple conflict, such as in keeping and positioning items, obeying to the rules in the house, or details to be accepted when a resident leaves the house. But because the conflicts were based on personal value types, these kind of conflicts were the ones that happen very often and continuously. In residence A, one of the effects was the urge of each resident to cancel the house-sharing and leave the residence.

Meanwhile in Residence B, the prioritized value types by P4 and P5 were causing opposite interaction to each other. For P4, the things considered to be important in life are variety and fun, preferring a residence with no specific rules and the freedom to let non-resident friends to stay the night. This is the representation of the value

Table 2

Participants' Conflict Management Style

Conflict Management Style	Residence A			Residence B	
	P1	P2	P3	P4	P5
Avoidance	4	5	3	5	5
Competition	5	4	5	3	4
Compromise	(1)	(1)	2	(1)	3
Accommodation	3	3	4	4	2
Collaboration	2	(1)	(1)	2	(1)

type Stimulation that was being prioritized.

On the other hand, for P5 the important things related to house-sharing are safety in the close environments, order and obedience towards the rules in the residence, and helping each other without needing to be asked, being the representation of the value type Security. For P5 a residence has the normative function as a place to rest, therefore each resident has the responsibility to keep it comfortable for living.

The value type prioritized by P5 is opposite to the value type prioritized by P4. For P5, a residence is a resting place, so it needs to be comfortable and peaceful, while for P4 a residence should be able to be used as a place to have fun with friends. This kind of difference is the reason for conflict between P4 and P5.

Conflict Management Style

Table 2 reveals the conflict management style of each participant. In general, the participants in this study adopt the Compromise and Collaboration style in managing the conflicts related to the house-sharing, fitting their priority levels. P2 in particular has both Compromise and Collaboration as the priority in conflict management. The two styles demand every side in the conflict to assertively express their opinion and feelings openly to the conflict's reason or catalyst. After each side were aware of the other side's opinion and feelings, they will have a meeting in order to discuss a way-out from the conflict.

With the Compromise style adopted by P1, P2, and P4, the discussion done in order to find a solution was usually quite fair to the people related in the conflict. They have analyzed the reason for the conflict as much as they can, noticing the strengths and weaknesses of their own and those of their housemates, then compromise the things that were supposed to be maintained or changed from each individual in order to be able to reach the goal that is the welfare and comfort of their house-sharing life. In short, the discussion made using the Compromise style was a discussion about the sacrifices each resident can offer, usually by doing things that they were

not so overly fond of, for the sake of the whole residence.

Meanwhile, the discussion carried out using the Collaboration style has the goal of obtaining the solution that is beneficial for every person in the house-sharing, able to satisfy their every needs and wishes. Due to the relatively hard style to accomplish Collaboration, the conflicted parties usually ask for help from a third party who was neutral, usually as a mediator, where the third party were relied on to offer a solution able to satisfy everyone in the conflict. If there is no third party available, each party in the conflict focuses on the similarities they have in dealing with the conflict, which in this case is the similarity in religion. P2 and P3 regularly perform religious prayers and meetings together with P1, using this similarity in religion as the base to manage the conflict between them. This similarity makes it possible for them to have a discussion about the solution that would be able to satisfy every single one of them. P5 manage the Collaboration style by reminding P4 about the rules that they have agreed upon and the consequences in breaking the said rules. This similarity is used by P5 to manage the conflict with P5's housemates.

Discussion

First point. Each resident has a contribution towards the house-sharing development process in their residence. House-sharing was agreed on by participants with different backgrounds and characteristics. The individual characteristic of each resident determines the housing arrangements, rules, and interaction with their close environment, over time adapting in order to be able to find the best for the house-sharing. Aside from the contribution in the house-sharing development process, each resident also has an effect to the other residents in the same house.

Second point. Conflict is a common thing to happen in the development of a relationship between an individual and another, and is also a sign of a close relationship (Berscheid & Regan, 2005). If a relationship between an individual and another is relatively stuck in the development, there would also be minimal conflict (Wilmot & Hocker, 2001). The closest the relationship of the participant and the housemates, the more they were demanded to be able to adapt to each other. This adaption results in the conflict between them. When their relationship were getting closer and they were able to adapt to each other, the conflict related to the said adaptation will be reduced.

Third point. Besides the inharmonious nature of the value types prioritized by the residents agreeing to house-sharing, another source of conflict was the hope or expectation from one individual towards another individual's behaviour. With this expectation at hand, when a housemate did not behave as expected, the individual with expectation feels disappointment that develops into conflict. Individuals often forgot that their housemates have their own personal values and goals, forming behaviours that can be different from what they expected (Miller & Turnbull, as cited in Deaux, Dane, & Wrightsman, 1993).

Fourth point. The similarities between individuals also functions to reduce the conflict happening between them (Aureli & De Wall, 2000). The more similarities house-sharing individuals have with each other, the existing conflict tend to be relatively smaller compared to the conflict existing in house-sharing individuals with few similarities.

Fifth point. Individuals did not always use the same conflict management style for every situation even when having conflict with a different individual. Even though individuals usually have a general conflict management style that was often used, at times in particular situations or in conflict with a particular individual, it was demanded to use a different conflict management style (Marlin, Sherblom, & Ships, as cited in Wilmot & Hocker, 2001). In this study, the use of different styles by participants were caused by the fact that the conflict happening with housemates was not manageable using the usual management style, making the participants use another style deemed better in managing the conflict. The conflict management style considered to be the most effective in house-sharing situations were Compromise or Collaboration, whatever the value type prioritized by each individual in the house-sharing situation.

The style used by the participants of this study in conflict management was the one of the results of the learning process they agreed upon during house-sharing. Participants in this study use Compromise or Collaboration in order to manage the conflict with their housemates. Through house-sharing they were demanded to discuss the conflict happening between themselves and their housemates openly. Even so, the Collaboration style is too complicated and time-consuming to be used in managing relatively simple conflicts. The style is best to be used in managing larger, more sophisticated conflicts (Thomas, 2006; Kilmann & Thomas, as cited in Wilmot & Hocker, 2001, Kilmann & Thomas, as cited in Tubbs & Moss, 2003). The Compromise style is better to be used in managing simple conflicts, where the solution taken was often unable to satisfy both par-

ties' needs, but is usually fair enough to solve the simple conflicts (Thomas, 2006; Kilmann & Thomas, as cited in Wilmot & Hocker, 2001; Kilmann & Thomas, as cited in Tubbs & Moss, 2003).

Conclusion, Limitations, and Recommendation

The participants in this study prioritizes different value types to one another in relation to the house-sharing, forming either harmonious or conflicted interactions. When the participants' value types have a conflicted relationship, these value types were the catalyst for conflicts. Conflicts experienced by the participants in general were concerning on the value types categorized in the Openness to Change and Conservation dimensions.

Even various shortcomings of either the Collaboration or the Compromise style exist in conflict management, these two styles were the ones given positive scores by the participants of this study. They consider the two styles to be the best styles for them to use in managing the conflict they have with their housemates.

Aside from the results, this study also has a number of limitations. This study made use of references about house-sharing in western culture, making the data analysis based on western culture, as well. Literatures and researches regarding house-sharing which are specific to Indonesia are lacking. The limitations of literatures and researches regarding house-sharing in Indonesia are hoped to be lessened by pursuing literature studies concerning house-sharing in other Asian countries. The similarities in cultural characteristics in Indonesia with other Asian countries gave the authors the chance to conclude several particular characteristics that were also found in house-sharing in Indonesia.

The study should also be better to be conducted in several residences with different characteristics. It would give more chances to draw a conclusion found in all those residences, compared to only in two residences, albeit with very different characteristics. Aside from the differences in resident numbers and characteristics, it is also recommended to involve every resident as participant, not just several of them, due to the fact that every resident have their own effects to the others and towards the whole process of house-sharing.

Related to the methods used, it is recommended that observation should also be conducted in studies concerning interpersonal conflicts, because the observed behaviour is also an indicator of the interaction between each resident agreeing in adapting house-sharing. Besides that, if interviews are used in the data collection, it is recommended that it should be conducted adopting two approaches, individually and in a group with the other residents.

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