

## Subject Description Form

<b>Subject Code</b>	MM4191
<b>Subject Title</b>	Business Negotiation
<b>Credit Value</b>	3
<b>Level</b>	4
<b>Pre-requisite/ Co-requisite/ Exclusion</b>	<b>Pre-requisite:</b> Management and Organisation (MM2021) or equivalent
<b>Role and Purposes</b>	This subject contributes to the achievement of the Six (6) of the degree program's thirteen (13) BBA (Hons) Outcomes. This subject addresses the issue of negotiation, which is ubiquitous in today's business and daily life alike. This subject helps students to understand negotiation process and negotiator's behavior in a systematic way. It also further develops students' communication skills, both verbally and in written, to better prepare them for the impending challenges that they will face at work.
<b>Subject Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>a. Communicate the context and dynamics of negotiation and its process effectively both verbally (outcome 1) and in written (outcome 2).</li> <li>b. Understand negotiation and negotiators embedded in larger cultural context (outcome 3).</li> <li>c. Appreciate the nuances of the ethical decisions facing negotiators (outcome 5).</li> <li>d. Use conceptual frameworks and scientific evidence from behavioral science, economics, quantitative methods, and other relevant disciplines to understand, explain, analyze, evaluate, and predict behavior in competitive situations and its impact (outcome 7).</li> <li>e. Understand your own, your teammates', and your classmates' negotiation skills and potential in a comprehensive and balanced manner and develop a toolkit of useful negotiation skills, strategies, and approaches based on own strengths and weaknesses (outcome 8).</li> </ol>
<b>Subject Synopsis/ Indicative Syllabus</b>	<p><b>Negotiation Process and Principles</b> Bargaining and negotiation; ethics; distributive negotiation; integrative negotiation; BATNA (Best Alternative to a Negotiated Agreement); trust; power; persuasion; coalition; teams.</p> <p><b>Business Negotiation in Practice</b> Negotiation in various business situations; effective skills in business negotiation; negotiation between managers and employees; cross-cultural negotiation.</p> <p><b>Conflict Management</b> Task conflict; relationship conflict; conflict resolution; and conflict management styles.</p>

<b>Teaching/Learning Methodology</b>	In addition to lectures, students will learn and improve their concepts and skills of negotiation and conflict management with various teaching modes including videos, exercises, cases, role plays, simulations, auctions, real-world negotiation experiences, and other experiential exercises. Synthesis and application of knowledge are assessed by means of performance in simulations, essays and examination.																																																			
<b>Assessment Methods in Alignment with Intended Learning Outcomes</b>	<table border="1" data-bbox="424 331 1445 837"> <thead> <tr> <th data-bbox="424 331 727 465" rowspan="2">Specific assessment methods/tasks</th> <th data-bbox="727 331 887 465" rowspan="2">% weighting</th> <th colspan="5" data-bbox="887 331 1445 421">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th data-bbox="887 421 999 465">a</th> <th data-bbox="999 421 1110 465">b</th> <th data-bbox="1110 421 1222 465">c</th> <th data-bbox="1222 421 1334 465">d</th> <th data-bbox="1334 421 1445 465">e</th> </tr> </thead> <tbody> <tr> <td data-bbox="424 465 727 555"><b>Continuous Assessment</b></td> <td data-bbox="727 465 887 555"><b>100%</b></td> <td data-bbox="887 465 999 555"></td> <td data-bbox="999 465 1110 555"></td> <td data-bbox="1110 465 1222 555"></td> <td data-bbox="1222 465 1334 555"></td> <td data-bbox="1334 465 1445 555"></td> </tr> <tr> <td data-bbox="424 555 727 645">1. In-class participation 30%</td> <td data-bbox="727 555 887 645"></td> <td data-bbox="887 555 999 645">✓</td> <td data-bbox="999 555 1110 645">✓</td> <td data-bbox="1110 555 1222 645">✓</td> <td data-bbox="1222 555 1334 645">✓</td> <td data-bbox="1334 555 1445 645">✓</td> </tr> <tr> <td data-bbox="424 645 727 734">2. Individual Assignments 30%</td> <td data-bbox="727 645 887 734"></td> <td data-bbox="887 645 999 734">✓</td> <td data-bbox="999 645 1110 734">✓</td> <td data-bbox="1110 645 1222 734">✓</td> <td data-bbox="1222 645 1334 734">✓</td> <td data-bbox="1334 645 1445 734">✓</td> </tr> <tr> <td data-bbox="424 734 727 790">3. Final Paper 40%</td> <td data-bbox="727 734 887 790"></td> <td data-bbox="887 734 999 790">✓</td> <td data-bbox="999 734 1110 790">✓</td> <td data-bbox="1110 734 1222 790">✓</td> <td data-bbox="1222 734 1334 790">✓</td> <td data-bbox="1334 734 1445 790">✓</td> </tr> <tr> <td data-bbox="424 790 727 837">Total</td> <td data-bbox="727 790 887 837">100 %</td> <td data-bbox="887 790 999 837"></td> <td data-bbox="999 790 1110 837"></td> <td data-bbox="1110 790 1222 837"></td> <td data-bbox="1222 790 1334 837"></td> <td data-bbox="1334 790 1445 837"></td> </tr> </tbody> </table> <p data-bbox="424 860 1445 893"><i>To pass this subject, students are required to obtain Grade D or above.</i></p> <p data-bbox="424 909 1445 976"><b>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</b></p> <p data-bbox="424 992 1445 1223">The in-class participation will address all of the outcomes through a series of experiential exercises, discussions, and analysis of videos and cases. The extent to which students engage in negotiation exercises and discussions will be evaluated. The individual assignments will require students to analyze one negotiation simulation and one negotiation experience by writing short essays. The final paper is individual-based and theory-driven. It will evaluate students' logical thinking, analysis framework, and the application of negotiation theories and practices.</p>					Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					a	b	c	d	e	<b>Continuous Assessment</b>	<b>100%</b>						1. In-class participation 30%		✓	✓	✓	✓	✓	2. Individual Assignments 30%		✓	✓	✓	✓	✓	3. Final Paper 40%		✓	✓	✓	✓	✓	Total	100 %					
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<b>Student Study Effort Expected</b>	Class contact:																																																			
	▪ Lectures and in-class work		42 Hrs.																																																	
	Other student study effort:																																																			
	▪ Self study		84 Hrs.																																																	
	Total student study effort		126 Hrs.																																																	
<b>Reading List and References</b>	<p data-bbox="424 1532 1445 1576"><b>Required Textbook</b></p> <p data-bbox="424 1588 1445 1688">Thompson, L. (2015). <i>The mind and heart of the negotiator</i> (6<sup>th</sup> ed). Pearson. Thompson, Leigh L. (2007) <i>The truth about negotiations</i> (1st edition) Upper Saddle River, New Jersey: Pearson Education</p> <p data-bbox="424 1711 1445 1776">*Fisher, R., Ury, W. L., &amp; Patton, B. (1991). <i>Getting to yes: Negotiating agreement without giving in</i> (2nd edition). New York: Penguin Books.</p>																																																			