

HRM610 – Negotiations and Conflict Resolution

(3 credit hours)

Course Syllabus

Course Description

The course explores the nature and steps in negotiation strategies for conflict/dispute resolution, labor/management relations and mediation. In addition, the student evaluates interpersonal skills in order to achieve positive outcomes.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Compare and contrast personal negotiation styles and interpersonal skills for negotiations.
2. Differentiate among theoretical models of bargaining.
3. Assess the importance of planning, and the steps required for negotiation success.
4. Analyze appropriate strategies to effectively negotiate in a variety of settings and groups.
5. Create strategies for conflict and dispute resolution.

Required Textbook(s) and Resources

A digital version of your book is included automatically in your course. You can access it through the DragonAccess tool.

Fisher, R., Ury, W., & Patton, B. (2011). *Getting to yes: Negotiating agreement without giving in* (3rd ed.). Penguin Books.

Shell, G.R. (2018). *Bargaining for advantage: Negotiating strategies for reasonable people* (2nd ed.). Penguin Books.

Lewicki, R. J., Barry, B., & Saunders, D. M. (2014). *Negotiation: Readings, Exercises, and Cases* (7th ed.). McGraw-Hill Education.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your learning through the completion of readings, discussions, and assignments. Because of our accelerated, seven-week term, TU online courses are designed with the expectation that you dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET on Wednesdays**.
4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET on Saturdays, and**
5. Major assignments and reflections are typically due by **11:55 p.m. ET on Sundays**.

Learning Activities

In Negotiations and Conflict Resolution, you will engage in a variety of learning activities including discussion forums, written papers, and small group negotiation simulations. To provide real-world application of negotiations skill, you will work with a peer to manage a job salary negotiations and a school board/teacher's union negotiation. You will analyze your own negotiation style and consider actions to improve your skills. You will also take a look at various negotiation situations and the process of formal negotiation.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Discussion	35	35	35	35	35	35	35	245
Written Analysis	100	75 30	-	125	-	-	75	405
Case Study/ Group Projects	-	-	100	-	50	200	-	350
Total	135	140	135	160	85	235	110	1000

Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | F: <69%

Course Schedule and Weekly Checklist

Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
Week 1: Negotiation and Conflict Resolution	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 1.1: Your Autobiography (Introductions Discussion) – Initial Post <input type="checkbox"/> WED: Activity 1.2 (Forum): Dealing With People – Initial Post <input type="checkbox"/> SAT: Activity 1.1: Your Autobiography (Introductions Discussion) – Response Posts <input type="checkbox"/> SAT: Activity 1.2 (Forum): Dealing With People – Response Posts <input type="checkbox"/> SUN: Activity 1.3: "Getting to Yes"
Week 2: Bargaining for Advantage	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 2.1 (Forum): Bargaining Styles Assessment – Initial Post <input type="checkbox"/> SAT: Activity 2.1 (Forum): Bargaining Styles Assessment – Response Posts <input type="checkbox"/> SUN: Activity 2.2: Analysis of Negotiation Differences <input type="checkbox"/> SUN: Activity 2.3 (Group Assignment): The Power of Talk

Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
<p>Week 3: The Negotiation Process</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 3.1 (Forum): Conflict Resolution – Initial Post <input type="checkbox"/> SAT: Activity 3.1 (Forum): Conflict Resolution – Response Posts <input type="checkbox"/> SUN: Activity 3.2: The Job Offer (Group Assignment)
<p>Week 4: Planning for Achieving Positive Outcomes</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 4.1 (Forum): Keys to Positive Outcomes – Initial Post <input type="checkbox"/> SAT: Activity 4.1 (Forum): Keys to Positive Outcomes – Response Posts <input type="checkbox"/> SUN: Activity 4.2: Information Based Bargaining Plan
<p>Week 5: Conflict and Resolution</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 5.1 (Forum): Modifying Your Behavioral Style – Initial Post <input type="checkbox"/> SAT: Activity 5.1 (Forum): Modifying Your Behavioral Style – Response Posts <input type="checkbox"/> SUN: Activity 5.2: School Board Negotiations (due Week 6)
<p>Week 6: Labor and Management Relations/Arbitration</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 6.1 (Forum): Leverage vs. Power – Initial Post <input type="checkbox"/> SAT: Activity 6.1 (Forum): Leverage vs. Power – Response Posts <input type="checkbox"/> SUN: Activity 6.2: School Board Negotiations
<p>Week 7: Using Mediation for Third Party Negotiations</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 7.1 (Forum): Third Party Conflict Resolution – Initial Post <input type="checkbox"/> THU: Activity 7.2: Negotiation Development Reflection <input type="checkbox"/> SAT: Activity 7.1 (Forum): Third Party Conflict Resolution – Response Posts

Tips for Success

Successful online learning requires a good deal of self-discipline and self-direction. As seekers of the truth, we should be willing to challenge and review one another's academic work in a spirit of respectful comradery and constructiveness. Your course is a place for you to stretch and grow as you benefit from the expertise, knowledge, experience and diverse

perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge, understanding and application.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the [Support, Policies, and Procedures](#) addendum.