GMBA8033
Negotiate and Resolve Conflict
Coursera term 1, Online-scheduled-weekday 2022
Department of Management

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Notice
As part of Phase 3 of our return to campus plan, most units will now run tutorials, seminars and other small group activities on campus, and most will keep an online version available to those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face activities for your unit, please go to timetable viewer. To check detailed information on unit assessments visit your unit’s iLearn space or consult your unit convenor.

https://unitguides.mq.edu.au/unit_offerings/153657/unit_guide/print
General Information

Unit convenor and teaching staff
Unit Convenor
Alena Soboleva
alena.soboleva@mq.edu.au

Credit points
5

Prerequisites
Admission to GMBA or GradCertGlobalBusPrac

Corequisites

Co-badged status

Unit description
A central component of the exercise of formal authority or informal influence in organisations is the existence of conflict, and the requirement for effective negotiation. This unit addresses the skills and capabilities required to effectively negotiate in situations of conflict in both formal and informal arenas. Areas covered include: nature and sources of conflict in formal and informal arenas, and strategies for their resolution; establishing and framing agendas; mobilising power and resources for overcoming opposition; and general negotiation tactics and skills.

Important Academic Dates
Information about important academic dates including deadlines for withdrawing from units are available at https://www.mq.edu.au/study/calendar-of-dates

Learning Outcomes
On successful completion of this unit, you will be able to:

ULO1: Critically evaluate a range of conflict theories and apply frameworks and intervention processes to mitigate and/or reduce the negative effects of conflict at work

ULO2: Develop and analyse strategies and tactics to undertake both one on one, multiparty and also team based negotiation processes

ULO3: Evaluate negotiation and conflict resolution processes and outcomes against a range of criteria informed by negotiation theory and concepts of value relevant to the context and driving forces present in the negotiation
General Assessment Information

Late submissions of assessments Unless a Special Consideration request has been submitted and approved, no extensions will be granted. There will be a deduction of 10% of the total available assessment-task marks made from the total awarded mark for each 24-hour period or part thereof that the submission is late. Late submissions will only be accepted up to 96 hours after the due date and time.

No late submissions will be accepted for timed assessments – e.g., quizzes, online tests.

<table>
<thead>
<tr>
<th>Submission time after the due date (including weekends)</th>
<th>Penalty (% of available assessment task mark)</th>
<th>Example: for a non-timed assessment task marked out of 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 24 hours</td>
<td>10%</td>
<td>10% x 30 marks = 3 mark deduction</td>
</tr>
<tr>
<td>24-48 hours</td>
<td>20%</td>
<td>20% x 30 marks = 6 mark deduction</td>
</tr>
<tr>
<td>48-72 hours</td>
<td>30%</td>
<td>30% x 30 marks = 9 mark deduction</td>
</tr>
<tr>
<td>72-96 hours</td>
<td>40%</td>
<td>40% x 30 marks = 12 mark deduction</td>
</tr>
<tr>
<td>&gt; 96 hours</td>
<td>100%</td>
<td>Assignment won’t be accepted</td>
</tr>
</tbody>
</table>

Special Consideration

To request an extension on the due date/time for a timed or non-timed assessment task, you must submit a Special Consideration application. An application for Special Consideration does not guarantee approval.

The approved extension date for a student becomes the new due date for that student. The late submission penalties above then apply as of the new due date.

Assessment Tasks

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negotiation and Conflict Resolution Praxis</td>
<td>40%</td>
<td>No</td>
<td>Week 3 - 26 Jan</td>
</tr>
<tr>
<td>Role Play Co-creation, Practice, and Debrief</td>
<td>60%</td>
<td>No</td>
<td>Week 6 - 16 Feb</td>
</tr>
</tbody>
</table>

Negotiation and Conflict Resolution Praxis

Assessment Type: Case study/analysis
Indicative Time on Task: 8 hours
Due: Week 3 - 26 Jan
Weighting: 40%
Length: max 1,000 words (excl. references) Format: Case analysis Task: The purpose of this assignment is to analyse a real-world negotiation through the lens of an academic theory or framework.

On successful completion you will be able to:

• Critically evaluate a range of conflict theories and apply frameworks and intervention processes to mitigate and/or reduce the negative effects of conflict at work

Role Play Co-creation, Practice, and Debrief

Assessment Type 1: Simulation/role play
Indicative Time on Task 2: 16 hours
Due: Week 6 - 16 Feb
Weighting: 60%

Length: 1,500 word group report (30%) + 750 word individual report (30%) Format: Negotiation role play Task: The purpose of this assignment is to provide student pairs with the opportunity to co-create case materials, to practice practical negotiation and conflict resolution skills in a simulated context and to debrief and analyse the simulation.

On successful completion you will be able to:

• Develop and analyse strategies and tactics to undertake both one on one, multiparty and also team based negotiation processes
• Evaluate negotiation and conflict resolution processes and outcomes against a range of criteria informed by negotiation theory and concepts of value relevant to the context and driving forces present in the negotiation

1 If you need help with your assignment, please contact:

• the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
• the Learning Skills Unit for academic skills support.

2 Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation
Delivery and Resources

Required text
There is no required textbook for this unit. Please refer to the weekly required readings in your online unit. All readings are available via the Macquarie University library and do not need to be purchased separately.

Delivery method
This unit will be delivered entirely online via the Coursera Learning Management System. Access to a personal computer is required to access the resources and learning materials on Coursera.

Unit Schedule

Live Events
Please refer to the timetable information in eStudent or the GMBA website for Live Event session timings. Please note: The teaching schedule is subject to change. Please refer to your Coursera unit for a detailed Live Event schedule.

Live Events will take place via Zoom each week starting in Week 1 and ending in Week 6. The links to the events are available via Live Events in the Coursera unit.

You will need to use your Macquarie University student Zoom account to access the Live Events.

Attending the Live Event each week is an opportunity to engage with the unit content, your Unit Convenor, and classmates. Students are strongly advised to attend the Live Events. Recordings of the live events will be made available within 24 hours of the event and can be accessed via the Coursera unit content.

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://policies.mq.edu.au). Students should be aware of the following policies in particular with regard to Learning and Teaching:

• Academic Appeals Policy
• Academic Integrity Policy
• Academic Progression Policy
• Assessment Policy
• Fitness to Practice Procedure
• Grade Appeal Policy
• Complaint Management Procedure for Students and Members of the Public
• Special Consideration Policy

Students seeking more policy resources can visit Student Policies (https://students.mq.edu.au/support/study/policies). It is your one-stop-shop for the key policies you need to know about.
throughout your undergraduate student journey.

To find other policies relating to Teaching and Learning, visit Policy Central (https://policies.mq.edu.au) and use the search tool.

**Student Code of Conduct**

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/admin/other-resources/student-conduct

**Results**

Results published on platform other than eStudent, (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in eStudent. For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

**Student Support**

Macquarie University provides a range of support services for students. For details, visit http://students.mq.edu.au/support/

**The Writing Centre**

The Writing Centre provides resources to develop your English language proficiency, academic writing, and communication skills.

- Getting help with your assignment
- Workshops
- Chat with a WriteWISE peer writing leader
- Access StudyWISE
- Upload an assignment to Studiosity
- Complete the Academic Integrity Module

The Library provides online and face to face support to help you find and use relevant information resources.

- Subject and Research Guides
- Ask a Librarian

**Student Enquiry Service**

For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

**Equity Support**

Students with a disability are encouraged to contact the Disability Service who can provide appropriate help with any issues that arise during their studies.
IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the Acceptable Use of IT Resources Policy. The policy applies to all who connect to the MQ network including students.