



MGMT8025

Negotiation and Conflict Resolution

Session 2, In person-scheduled-weekday, North Ryde 2024

Department of Management

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General Information

Unit convenor and teaching staff

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Credit points

10

Prerequisites

MGMT6051 or MKTG6096

Corequisites

Co-badged status

Unit description

Negotiation involves influencing how people think, perceive, feel and behave. We apply these skills in every interaction, whether in the business environment, with our family, or in the world of international politics. The path to improving our negotiation performance involves adopting a mindset conducive for negotiations, learning theories, and developing skill in executing the right behaviour at the right time. This subject will increase students' awareness of the complex dynamics in human interaction and decision-making. The subject will draw on multiple disciplines in order to provide students with key theories and frameworks for managing that complexity in a wide range of different contexts. Students will also build practical skills in preparing for, conducting, and reviewing negotiations.

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: Identify and apply negotiation theories and strategies to solve problems.

ULO2: Critically reflect on how assumptions, values, cognitive heuristics and cultural bias impact on negotiation sub processes such as decision making, goal setting and evaluating negotiated outcome.

ULO3: Deconstruct and evaluate negotiation outcomes and processes by applying a multi-disciplinary framework to aid a holistic negotiation debrief.

General Assessment Information

Late Assessment Submission Penalty (written assessments)

Unless a Special Consideration request has been submitted and approved, a 5% penalty (of the total possible mark) will

be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a

grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at

11.55pm. A one-hour grace period is provided to students who experience a technical concern.

For any late submissions of time-sensitive tasks, such as scheduled tests/exams, performance assessments/presentations, and/or scheduled practical assessments/labs, students need to apply for Special

Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Case Study</u>	50%	No	Week 7
<u>Negotiation Report</u>	30%	No	Week 11
<u>Learning Journal</u>	20%	No	Week 13

Case Study

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 30 hours

Due: **Week 7**

Weighting: **50%**

This assessment is worth 50% in total. It is a 2,000 word individual case study.

On successful completion you will be able to:

- Identify and apply negotiation theories and strategies to solve problems.
- Critically reflect on how assumptions, values, cognitive heuristics and cultural bias

impact on negotiation sub processes such as decision making, goal setting and evaluating negotiated outcome.

- Deconstruct and evaluate negotiation outcomes and processes by applying a multi-disciplinary framework to aid a holistic negotiation debrief.

Negotiation Report

Assessment Type ¹: Report

Indicative Time on Task ²: 20 hours

Due: **Week 11**

Weighting: **30%**

This assessment is worth 30% in total. It is a 2,500 word group report.

On successful completion you will be able to:

- Identify and apply negotiation theories and strategies to solve problems.
- Critically reflect on how assumptions, values, cognitive heuristics and cultural bias impact on negotiation sub processes such as decision making, goal setting and evaluating negotiated outcome.

Learning Journal

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 15 hours

Due: **Week 13**

Weighting: **20%**

This assessment is worth 20% in total. It is a 1,000 word individual reflective journal.

On successful completion you will be able to:

- Identify and apply negotiation theories and strategies to solve problems.
- Critically reflect on how assumptions, values, cognitive heuristics and cultural bias impact on negotiation sub processes such as decision making, goal setting and evaluating negotiated outcome.
- Deconstruct and evaluate negotiation outcomes and processes by applying a multi-disciplinary framework to aid a holistic negotiation debrief.

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 [Writing Centre](#) 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

There is no required text for this course. Instead students are encouraged to read and consult a collection of articles and textbooks contained in the reading list for this course. This list can be accessed via the Leganto tile found on iLearn.

However two strongly recommended texts students should explore are:

Lewicki, R.J. & Saunders, D.M. and Berry, B. (2024), *Negotiation* (9thn Edn), McGraw Hill: United States.

and

Fisher, R., & Ury, W. (1981). *Getting to yes: How to negotiate without giving in*. London: Arrow.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://policies.mq.edu.au) (<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](#)
- [Assessment Procedure](#)
- [Complaints Resolution 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) (<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) (<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 connect.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing and maths support](#), [academic skills development](#) and [wellbeing consultations](#).

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.

- [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 Services and Support

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual

assault

- [Social support including information about finances, tenancy and legal issues](#)
- [Student Advocacy](#) provides independent advice on MQ policies, procedures, and processes

Student Enquiries

Got a question? Ask us via the [Service Connect Portal](#), or contact [Service Connect](#).

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.

Unit information based on version 2024.03 of the [Handbook](#)