



COURSE OUTLINE

1. Information about the program

1.1 Higher education institution	“Alexandru Ioan Cuza” University of Iași
1.2 Faculty	Faculty of Economics and Business Administration
1.3 Departament	Management, Marketing and Business Administration
1.4 Field of study	Management
1.5 Cycle of study	Master
1.6 Study program / Qualification	Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title	Negotiations for HR Professionals						
2.2 Course coordinator							
2.3 Seminar coordinator	Assoc Prof. Nicoleta Dospinescu Ph.D						
2.4 Year of study	2	2.5 Semester	3	2.6 Type of evaluation*	E	2.7 Course status**	C

* MT-MID-TERM, O-ORAL EXAM, E-EXAM, M-MIXED; ** C-compulsory/O-optional/E-elective

3. Estimated time allocation (hours per semester and teaching activities)

3.1 Number of hours per week	2	out of which: 3.2 course	-	3.3 seminar / laboratory	2
3.4 Total number of hours per semester	28	out of which: 3.5 course	-	3.6 seminar / laboratory	28
Time allocation					h
Study based on course book, course materials, bibliography and other					8
Supplementary study in the library, on electronic platforms and on the field					4
Preparing seminars/laboratories, assignments, papers, portfolios and essays					6
Tutorship					2
Examination					2
Other activities					
3.7 Total hours of individual study					22
3.8 Total hours per semester					50
3.9 Number of credits					2

4. Prerequisites (if applicable)

4.1 Referring to curriculum	1st and 2nd semester
4.2 Referring to competences	Not necessary

**5. Conditions** (if applicable)

5.1 For the course	Not necessary
5.2 For the seminar / laboratory	Not necessary

6. Specific competences accumulated

Professional competencies	<ul style="list-style-type: none">Understanding the nature of HR negotiationIdentifying productive nature of the negotiations in advantage - competitive vs. collaborative, integrative vs. distributiveUsing collaborative negotiationDeveloping communication skills necessary in productive HRMPreparing and performing the negotiation
Transversal competencies	<ul style="list-style-type: none">Learning to benefit from integrative negotiation&teamwork, be an important teammemberIdentifying opportunities for ongoing training and the efficient capitalising on learning resources and techniques for self developmentUnderstanding the complex information behind the negotiation process

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Negotiating in advantage. Designing strategies for employment contract negotiations, conflict resolutions, building trust and focusing on solutions.
7.2 Specific objectives	After successfully finalizing this course, students will be able to: <ul style="list-style-type: none">prepare the negotiation processformulate the calibrated questions using NLP techniquesuse different strategies and techniques according to the negotiation partner, purpose, organization target and own style of negotiation .generate an useful argumentation in an debate session.

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
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8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1.	Introduction to Negotiation. General principles Source of power in negotiation.	Interactive teaching methods, case study method, examples	2 hours
2.	Negotiation Styles. The advantages of collaboration	Interactive teaching methods, case study method, examples	2 hours



3.	Negotiation as a process. Target positions in negotiation. BATNA. ZOPA	Interactive teaching methods, case study method, examples	2 hours
4.	The Matrix of Negotiation Strategies	Interactive teaching methods, case study method, examples	2 hours
5.	What is the pie? Integrative negotiations	Interactive teaching methods, case study method, examples	2 hours
6.	Removing objections and signing the contract	Interactive teaching methods, case study method, examples	2 hours
7.	Difficult negotiators. NLP_ MentaLanguage. MentalMap_ Calibrated questions. Rules	Interactive teaching methods, case study method, examples	4 hours
8.	Active Listening Tactics. Behavioral Change Model	Interactive teaching methods, case study method, examples, role play	2 hours
9.	The principles of persuasion in negotiation. Negotiation techniques	Interactive teaching methods, case study method, examples, role play	2 hours
10.	Structure of argumentation. Debate.	Interactive teaching methods, case study method, examples	2 hours
	• Exam form theoretical and applied knowledge		2 hours

Bibliography

- Voss Ch., Tahl R.(2016), “ *Never Split the Difference: Negotiating As If Your Life Depended On It*”, Harper Collins Publisher, USA
- Fisher, R. / Ury, W.,(2011), *Getting to Yes. Negotiating Agreement without giving in*. London: Random House
- Cialdini R., *The Psychology of Persuasion*”, Harper Collins Publisher, USA

Optional

- Deepak Marlhorta, 2007, *Negotiation Genius: How to Overcome Obstacles and Achieve Brilliant Results at the Bargaining Table and Beyond*, Bantam Dell Publisher
- Berne, Eric, 1996, *Games People Play: the Psychology of Human Relations*, Paperback
- Cardon Alain, 2002, *Jocurile Manipularii*, Editura BMI Codecs,
- <https://vdocuments.site/alain-cardon-jocurile-manipularii-565577e01b396.html>
- Hay, Julie, 2009, *Transactional Analysis for Trainers*, Paperback Bunko
- Hay, Julie, 2009, *Working it Out, at Work*, Kindle Edition

9. Bridging course content with the expectations of the community, professional associations and representative employers in the field of the program

On an annual basis, the course content is discussed with the representatives of the business environment, who hire or could hire graduates from this program, while students are required to provide feedback (on-line, anonymous) after each semester about the course structure, teaching methods, as well as strengths / weaknesses (after the final evaluation).

**10. Evaluation**

10. Evaluation			
Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods <u>(EVP100%)</u>	10.3 Allocation to the final grade (%)
10.4 Course	Theoretical and applied knowledge	Exam	50%
10.5 Seminar	Practical knowledge	Participating and discussing /presenting recommended materials	30%
		Semester project	20%
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) both for the evaluation along the semester (seminar) and for the evaluation (exams).			

Date
September 22,, 2021

Seminar coordinator
Assoc. Prof. Nicoleta Dospinescu Ph.D

Date of approval in the department:
September 22, 2021

Head of departament
Assoc. Prof.Andrei Neșțian Ph.D