DEFINING NEGOTIATIONS

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Defining negotiations and other related concepts

What is negotiation?


Conditions requiring negotiations
LEARNING OUTCOMES

Students are able to:

- Provide clear definitions of negotiations and other related concepts
- Explain conditions that require negotiations
WHAT IS NEGOTIATION?

Some Definitions

“\textit{A method} for reaching agreement with both \textit{cooperative} and \textit{competitive} element”.
(Schoonmaker 1989)

“A more formal civilized process that occurs when parties are trying to find a mutually acceptable solution to a complex conflict”.
(Lewicki et al. 1994)
WHAT DOES METHOD MEAN?

In the context of negotiation, **method is:**

“A series of steps that should be followed in certain ways in a certain order” in the negotiation process.
Cooperative element

“… derives from both parties’ desire to reach a mutually acceptable agreement”
(Schoonmaker 1989)

Competitive element

“… both parties’ desire to get the best result for themselves”
(Schoonmaker 1989)
Conflict

“The interaction of interdependent people who perceived incompatible goals and interference from each other in achieving these goals”.

(Hocker and Wilmot, 1985)
LEVELS OF CONFLICT

- **Intrapersonal/Intrapsychic**
  - conflict occurring within an individual
  - sources: ideas, thoughts, emotions, values, etc.

- **Interpersonal**
  - between individuals
  - e.g., between husbands & wives, siblings, bosses & subordinates etc.
LEVELS OF CONFLICT (cont’d)

- **Intragroup Conflict**
  - within a small group
  - e.g., among team & committee members, family members, classes, etc.

- **Intergroup Conflict**
  - between groups
  - e.g., between union & management, feuding families, football teams, etc.
CONDITIONS REQUIRING NEGOTIATIONS

For negotiations to occur, 3 conditions must exist:

- There is a conflict of interests
- There is some ambiguity about the right solution
- There is an opportunity to compromise