

**City University of Hong Kong  
Course Syllabus**

**offered by Department of Management  
with effect from Semester B 2019/20**

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**Part I Course Overview**

**Course Title:** Negotiation

**Course Code:** MGT4314

**Course Duration:** One Semester

**Credit Units:** 3

**Level:** B4

Arts and Humanities

**Proposed Area:**  Study of Societies, Social and Business Organisations

*(for GE courses only)*

Science and Technology

**Medium of Instruction:** English

**Medium of Assessment:** English

**Prerequisites:** CB2300 Management  
*(Course Code and Title)*

**Precursors:** Nil  
*(Course Code and Title)*

**Equivalent Courses:** Nil  
*(Course Code and Title)*

**Exclusive Courses:** CB4301 Cross-Cultural Negotiations  
*(Course Code and Title)*

## Part II Course Details

### 1. Abstract

*(A 150-word description about the course)*

This course is designed to provide students a broad, intellectual understanding of a set of central concepts in negotiation as they apply in business and other related contexts. These concepts are the building blocks of negotiation strategy and will help students manage negotiations they will encounter in everyday life and in business situations. Our classes will be a combination of exercises, discussions, and analyses. Research on negotiation as well as experiential learning exercises will be used to accomplish the course objectives.

- 1) To provide cross disciplinary perspectives on the key concepts and theories in negotiation
- 2) Help students develop the practical negotiation skills needed in their personal and professional life
- 3) Familiarize students with the key concepts, terminology, and principles of negotiation relevant to professional careers in business and management.
- 4) Demonstrate knowledge as well as critical thinking and practical skills for creating win-win negotiation outcomes.
- 5) To improve various skills for negotiation, including critical thinking, interpersonal skills, and communication skills.

### 2. Course Intended Learning Outcomes (CILOs)

*(CILOs state what the student is expected to be able to do at the end of the course according to a given standard of performance.)*

No.	CILOs <sup>#</sup>	Weighting* (if applicable)	Discovery-enriched curriculum related learning outcomes (please tick where appropriate)		
			A1	A2	A3
1.	Demonstrate cross-disciplinary knowledge of appropriate concepts and principles to explain and analyse how different styles, values, strategies, and contexts affect both negotiation processes <i>and</i> outcomes.	30%		✓	
2.	Demonstrate critical thinking ability to analyze how to approach different types of negotiations using different strategies and tactics	30%	✓	✓	✓
3.	Demonstrate the ability to effectively and creatively apply appropriate tools and techniques to range of negotiation exercises which student might encounter in future life and work.	20%	✓	✓	✓
4.	Exercise critical thinking, analytical and interpersonal skills in carrying out project work to apply cross disciplinary knowledge to negotiation, especially how to reach win-win agreements for multiple parties in real business world.	20%	✓	✓	✓
		100%			

\* If weighting is assigned to CILOs, they should add up to 100%.

# Please specify the alignment of CILOs to the Gateway Education Programme Intended Learning outcomes (PILOs) in Section A of Annex.

A1: Attitude

*Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.*

- A2: *Ability*  
 Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to self-life problems.
- A3: *Accomplishments*  
 Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

### 3. Teaching and Learning Activities (TLAs)

(TLAs designed to facilitate students' achievement of the CILOs.)

TLA	Brief Description	CILO No.						Hours/week (if applicable)
		1	2	3	4			
<b>Lectures and presentations</b>	by the professor to communicate factual and "how to" knowledge.	✓	✓	✓				<b>40</b>
<b>Student group presentations</b>	to disseminate knowledge by reporting on the systematic analysis and interpretation of a specific negotiation or negotiation context.	✓	✓	✓	✓			<b>10</b>
<b>In-class cases/exercises</b>	to develop intellectual and practical skills that apply basic knowledge.	✓	✓	✓	✓			<b>35</b>
<b>Discussions in class and online</b>	to provide relevant experience.	✓	✓		✓			<b>15 (of class time) + use of e-learning</b>

#### 4. Assessment Tasks/Activities (ATs)

(ATs are designed to assess how well the students achieve the CIOs.)

Assessment Tasks/Activities	CISO No.				Weighting*	Remarks
	1	2	3	4		
<b>Continuous Assessment: 65%</b>						
In-class discussion will test students' ability to apply negotiation skill and theory to a range of business issues and case analyses and employ critical thinking skills to analyse how to improve decision making in different contexts.	✓	✓	✓		<b>35%</b>	
Group Project will test students' research and critical thinking ability to apply class learning to resolve real-world business problems and employ appropriate tools and techniques to analyse how to effectively and creatively make decisions in the real-world business context;  will assess students' ability to process, synthesize and present information effectively as a team.	✓	✓	✓	✓	<b>30%</b>	
<b>Examination: 35% (duration: 2 Hours, if applicable)</b>						
Final Examination will test students' understanding of the negotiation theory together with their ability to think critically and analytically in applying class concepts to given business situations.	✓	✓	✓		<b>35%</b>	
					<b>100%</b>	

\* The weightings should add up to 100%.

## 5. Assessment Rubrics

(Grading of student achievements is based on student performance in assessment tasks/activities with the following rubrics.)

Assessment Task	Criterion	Excellent (A+, A, A-)	Good (B+, B, B-)	Fair (C+, C, C-)	Marginal (D)	Failure (F)
1. Group Project	Assess students' ability to apply negotiation knowledge, skills, and insights to analyze real life negotiation cases.	Strong evidence of original thinking; good organization, capacity to analyse and synthesize; superior grasp of subject matter; evidence of extensive knowledge base.	Evidence of grasp of subject, some evidence of critical capacity and analytic ability; reasonable understanding of issues; evidence of familiarity with literature.	Student who is profiting from the university experience; understanding of the subject; ability to develop solutions to simple problems in the material.	Sufficient familiarity with the subject matter to enable the student to progress without repeating the course.	Little evidence of familiarity with the subject matter; weakness in critical and analytic skills; limited, or irrelevant use of literature.
2. In-class discussion	Assess students' ability to apply negotiation skills and theory to a range of business issues and case analyses and employ critical thinking skills to analyse how to improve negotiation in different contexts.	Strong evidence of original thinking; good organization, capacity to analyze and synthesize; superior grasp of subject matter; evidence of extensive knowledge base. Extensive use of	Evidence of grasp of subject, some evidence of critical capacity and analytical ability; reasonable understanding of issues; evidence of familiarity with the subject matter. Quite a number of	Student who is profiting from the university experience; understanding of the subject; ability to develop solutions to simple problems in the material. A few examples to back up points.	Sufficient familiarity with the subject matter to enable the student to progress. Very limited examples to back up points.	Little evidence of familiarity with the subject matter; weakness in critical and analytical skills; limited or irrelevant use of literature. No specific examples to back up points.

		specific examples to support points.	good examples to back up points.			
3. Final Exam	Assess students' understanding, knowledge, and ability to apply negotiation skills and theory to different organizational settings.	Strong evidence of original thinking; good organization, capacity to organize and synthesize with superior grasp of the subject matter; evidence of extensive knowledge base.	Evidence of a grasp of the subject with indications of critical capacity and analytical ability; reasonable understanding of the issues with good responses to the questions.	showed some general understanding of the subject with some ability to think analytically and to offer adequate responses to the questions.	Sufficient familiarity with the subject (albeit limited understanding) and of ability to respond to the questions as to justify consideration of the student for progression.	Little evidence of familiarity with the subject matter; poor critical and analytical skills; ignorance of the literature.

**Part III Other Information** (more details can be provided separately in the teaching plan)

**1. Keyword Syllabus**

*(An indication of the key topics of the course.)*

The behavioral decision theories of negotiation, the social psychology of negotiation, trust, rational choice, Cognitive biases, competitive mindsets, fixed-sum or fixed pie assumption, distrust and miscommunication, escalation of commitment, the tragedy of commons, cultural barriers, dynamics of power, Win-lose vs. and win-win negotiations, Efficient negotiation solutions, game theory, formal negotiation analysis, power-right-interests model, creativity, agency and third-parties, ethics and deception, team and group negotiations, social dilemmas, cross-cultural negotiations.

**2. Reading List**

**2.1 Compulsory Readings**

*(Compulsory readings can include books, book chapters, or journal/magazine articles. There are also collections of e-books, e-journals available from the CityU Library.)*

1.	<u>Textbook</u> : Thompson, Leigh. (2015). The Mind and Heart of the Negotiator (6th ed.). Pearson.
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