

BUSM 3090 NEGOTIATION AND WORKPLACE CHANGE

Credit Points 10

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Description In this subject students learn how to identify and assess contrasting approaches to negotiation and the importance of planning and strategy for effective negotiation. Students develop their skills through a team-based online negotiation by planning for, and analysis of, the experience of this simulated negotiation. Through case studies, students examine the relationships between negotiation and workplace change. An important theme in the subject is the assessment of the contextual and regulatory factors that shape negotiation, bargaining and workplace change. This aspect draws on contemporary workplace flexibility debates in the Australian legal, social and policy contexts.

School Business

Discipline Industrial Relations

Student Contribution Band

Check your fees via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Equivalent Subjects BUSM 3048

Learning Outcomes

After successful completion of this subject, students will be able to:

1. Apply concepts and theories of negotiation and workplace change.
2. Plan appropriate strategies for the conduct of negotiation in a team-based setting.
3. Analyse how negotiation can facilitate the adoption of new behaviours, processes and technologies in a workplace.
4. Assess how legal, societal, and policy frameworks affect the processes of negotiation, bargaining and workplace change.
5. Evaluate the role that relationships, power dynamics and interests can have on a negotiation process.

Subject Content

- The Australian industrial relations system
- Stakeholders and structures
- Workplace change
- Workplace bargaining and models of negotiation
- Distributive and Integrative negotiation
- Differentiation, exploring options and exchanging offers
- Power and ethics in negotiation
- Constituency-based negotiation
- Technology and negotiation

Prescribed Texts

- Fells, R. E., & Sheer, N. (2020). *Effective Negotiation: from research to results* (4th edition.). Cambridge University Press.