

# BUSM 7071 NEGOTIATION AND CONFLICT RESOLUTION MANAGEMENT

**Credit Points** 10

**Legacy Code** 200796

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**Description** Negotiation has become a strategic necessity for many firms wishing to survive and grow in today's increasingly competitive globalised economy. Negotiation and conflict resolution errors can be costly to direct and indirect stakeholders. As such, Negotiation and Conflict Resolution Management will provide theoretical frameworks for students to develop the practical skills needed to manage the negotiation and conflict resolution needs of any organisation. Through the use of role play and simulations, students will be required to analyse corporate data and apply strategies to create a negotiated agreement. It examines negotiation in different contexts including multiparty negotiations. Emphasis is also placed on causes of conflict and how to identify potential indicators, leading to an analysis of the different conflict modes and patterns.

**School** Business

**Discipline** Business Management

**Student Contribution Band** HECS Band 4 10cp

Check your fees via the Fees ([https://www.westernsydney.edu.au/currentstudents/current\\_students/fees/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Postgraduate Coursework Level 7 subject

**Equivalent Subjects** LGYA 8695 - Negotiation for Managers LGYA 8696 - Conflict Resolution

## Restrictions

Students must be enrolled in 5502 Graduate Certificate in Business Administration, 2755 Master of Business Administration, 2757 Graduate Certificate in Business Administration, 2762 Executive Master of Business Administration.

## Learning Outcomes

On successful completion of this subject, students should be able to:

1. Apply negotiation and conflict resolution theories, including from an employment relations perspective;
2. Analyse and evaluate how local and international contexts inform negotiation and conflict resolution strategies;
3. Evaluate and apply conflict resolution strategies in the negotiation process;
4. Evaluate the role of ethics in the negotiation and conflict resolution process and outcomes;
5. Identify and assess the risks and potential outcomes of negotiated decisions;
6. Analyse corporate data and apply negotiation and conflict resolution strategies to create a negotiated agreement.

## Subject Content

Negotiation and conflict resolution theory and strategy  
Perception and communication

Fundamentals of Industrial Relations  
Power and ethics  
Relationships  
Constituents  
Coalitions and teams  
Diversity management

## Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task
Reflective journal Individual - Engage in and critically reflect on process and outcomes of minor negotiation exercises	Maximum 1,000 words	35	N	Individual
Written Essay Group - Case Analysis – Analyse negotiations using theoretical frames	Maximum 1,500 words	30	N	Group
Practical/ engaged exercise/ role play - Major Negotiation Exercise- Individual plan and group negotiation	500 word plan and 30 minute role play	35	N	Both (Individual & Group)

## Prescribed Texts

- Lewicki, R.J, Barry, B. and Saunders, D.M. (2010) Negotiation, 6th ed McGraw Hill, New York.
- Fisher, R. and Ury W (2011) Getting to yes: negotiating agreement without giving in, 3rd ed, Penguin, New York.