



**Kuwait University**  
**College of Business Administration**  
**Management and Marketing Department**



**Course Syllabus**  
**Dr. Abdullatif Alrashdan**  
**MGT 308 – Negotiation (Fall 2022-2023)**

**Lecture Time and Location:**

**MGMT 308 / 01A** : Sun Tue Thu 03:00 PM – 03:50 PM

Room C1 - 1005

**Contact Information:**

**Email** : [abdullatif.alrashdan@ku.edu.kw](mailto:abdullatif.alrashdan@ku.edu.kw)

**Office Hours** : Thursday 5:00 PM – 6:00 PM or by *email appointment*

**MyU** : dralrashdan

**Course Website** : [www.aalrashdan.com/negotiation](http://www.aalrashdan.com/negotiation)

**Course Description:**

The main objectives of this experiential course are to help the student understand the structure of negotiation as it is practiced in a variety of settings and to help the student feel more comfortable and confident with the negotiation process. First, the course will cover theories and principles to guide negotiations and conflict resolutions, necessary for the students to become sophisticated analysts of negotiation situations. Second, students will develop and sharpen their bargaining skills by actually negotiating with other students in experiential exercises. Third, students will gain an understanding of the psychological processes underlying the judgment of negotiators.

**Course Prerequisite:** MGMT 205 - Organizational Behavior

**Course Learning Outcomes:**

The learning outcomes for this course, listed below, relate to the learning goals of the College of Business Administration Undergraduate Program, which can be found in the appendix at the end of this syllabus. The numbers in parenthesis indicate to which specific learning goal the outcome relates. Upon successful completion of the course, students will be able to:

1. Diagnose the student's own negotiation and conflict management style tendencies.
2. Understand the psychological processes underlying the judgment of negotiators. [LG5]
3. Effectively analyze conflict situations and prepare for individual and multi-party negotiations. [LG2, LG5]
4. Identify strategies for preventing negotiation breakdowns.
5. Improve the student's ability to negotiate desired outcomes in work situations. [LG 4]
6. Identify the motives and consequences of unethical conducts and deceptive tactics in negotiations [LG 1]
7. Deal with the other party's use of deception in negotiation [LG 1]



**CLO Mapping to CBA Skill-Based Competency Goals**

CLO	Competency Goal				
	Analytical (LG5)	Communication (LG4)	Information Technology (LG3)	Decision-Making Skills (LG2)	Business Ethics (LG1)
1					
2	A				
3	A			R	
4					
5		A			
6					R
7					A

**Type of Emphases:**

- **(I)ntroduce:** Students will be introduced to the skill and their grasp of it assessed in the course.
- **(A)pply:** The course will not cover the skill. Students should have a high-level grasp of the skill and are required to apply it in the course.
- **(R)einforce:** Students should have an introductory-level grasp of the skill and the course will improve their mastery to a higher level.

**Required Material:**

**Textbook:** Essentials of Negotiation (6th ed.) by Roy Lewicki, Bruce Barry and David Saunders, McGraw-Hill, 2015, ISBN: 978-0077862466

**Recommended readings:** Getting to Yes: Negotiating Agreement Without Giving In by Roger Fisher, William L. Ury, and Bruce Patton, Penguin Books, 2011. ISBN: 978-0143118756

**Additional Material** : Other material is available on the course’s website

**E-Learning System** : MS Teams

**Course Website** : <http://www.aalrashdan.com/negotiation>

**Course Requirements and Policies:**

**In-class Negotiation Exercises:** There will be **a minimum of 4 negotiation exercises** that will be conducted throughout the semester. Each student will take a side of the negotiation in a different context (e.g., mergers and acquisitions, job recruitment, and more). Students’ participation and attendance in these exercises are important as **late students will not be allowed to participate in these in-class activities**. The student’s performance and evaluation in these activities will depend on several factors, including the surplus they made in the negotiation as well as their participation/attendance.



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**Negotiation reflection and class discussion:** In the session after each negotiation exercise, the class will discuss their experience in the negotiation exercise and reflect on what they have learned. This will allow the students to relate the negotiation exercise to what they have learned in class and understand the important elements in their specific negotiations (i.e., reservation price, BATNA, and more). **The students are expected to reflect on their experiences before they come to class and be ready to discuss their thoughts.** Like in the negotiation exercises, attendance and participation in the negotiation reflection sessions **will be reflected in the class participation score.** The students will also be evaluated based on the quality and relevance of their contributions to the discussion. With regards to quality, some of the criteria I shall apply may include:

- Are the points made relevant to the discussion?
- Do they go beyond a mere recitation of case facts, and are implications clearly drawn?
- Is there evidence of analysis rather than expressions of opinions?
- Are the comments linked to those of others?
- Did the contribution further the class' understanding of the issues?
- Is the participant a good listener?
- Do comments raise interesting questions?
- In discussion, do the comments fit in the class context?
- Does the analysis make use of models and techniques from the readings or lectures?
- Are comments made in a respectful, professional, and constructive manner?

**Exams:** We will have TWO exams, ONE midterm, and a final exam, which will cover the course material to that point in the course, including lectures, discussions, and readings. Details about exam contents, time, and location will be discussed in the class. **Missed examinations may not be made up without prior permissions, no exceptions.**

**Attendance and Participation:** Every student in this course must abide by the Kuwait University Policy on Attendance (published in the Student Guide, Chapter 3, Section 13). A copy of the student guide can be accessed online on:

<http://is.cba.edu.kw/aawp/wp-content/uploads/2018/01/Student-Handbook.pdf>

This course has a significant seminar component and class participation is critical to the learning experience. Participation will be assessed in each class period. Your class participation and attendance will both contribute to your score of in-class performance.

**Cheating and Plagiarism:** Every student in this course must abide by the Kuwait University Policy on Cheating and Plagiarism (published in the Student Guide, Chapter 3, Section 2). A copy of the student guide can be accessed online on:

<http://is.cba.edu.kw/aawp/wp-content/uploads/2018/01/Student-Handbook.pdf>

Please carefully note all sources and assistance when you turn in your work. Under no circumstances should you take credit for work that is not yours. You should neither receive nor give any



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unauthorized assistance on any deliverable. If you have any questions about what constitutes “unauthorized assistance” please email me before the deliverable is submitted.

**Writing Style:** Students must refer to MLA writing style for their assignments and report writing. Refer to the English Language Center for help.

**Grading:**

The scores in this course will be the weighted average of the following items:

Weight	Description
40%	Participation and Negotiation Engagement (Negotiation exercises, Post-Negotiation Reflections, Class discussion, attendance)
20%	Midterm Exam
40%	Final Exam
<b>100%</b>	<b>TOTAL</b>

**Grade Distribution:**

Grade	Range
A	≥ 95
A-	≥ 90 and < 95
B+	≥ 87 and < 90
B	≥ 83 and < 87
B-	≥ 80 and < 83
C+	≥ 77 and < 80
C	≥ 73 and < 77
C-	≥ 70 and < 73
D+	≥ 65 and < 70
D	≥ 60 and < 65
F	< 60

**Course Outline:**

Title	Topics
Negotiation Fundamental	Nature of Negotiation • Reservation price • ZOPA • BATNA • Mutual Adjustment • Value Creation • Value Claiming
Distributive Bargaining	The bargaining zone • Tactical tasks • Negotiation positions • Closing the deal
Integrative Bargaining	Integrative Negotiation Process • Facilitating factors • Pareto Efficiency
Power and Persuasion	Sources of Power • Dealing with others who have more power Persuasion tactics • Relationships in negotiation
Individual biases	Bounded rationality • Biases in Negotiations • Managing misperceptions and Biases
Ethical dilemmas	Ethics and negotiation • Deceptive tactics • Motives and consequences of deceptive tactics
Multi-Party Negotiations	The nature of multiparty negotiations • Managing multiparty negotiations • Coalitions and teams
Developing a Negotiation Style	Perception, cognition, and emotions • Motivational Orientation Mastering the key paradoxes of negotiation



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**Important Dates**

<b>Date</b>	<b>Event</b>
November 3 <sup>rd</sup> , 2022	Last day to drop a course
December 22 <sup>nd</sup> , 2022	Last day of classes
January 2 <sup>nd</sup> , 2023 08:00 AM – 10:00 AM	Final Exam