



Kuwait University
College of Business Administration
Management and Marketing Department



Course Syllabus
Dr. Abdullatif Alrashdan
MGT 308 – Negotiation (Spring 2024-2025)

Lecture Time and Location:

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

Room D1 - 1016

Contact Information:

Email : abdullatif.alrashdan@ku.edu.kw (This is also my *MS Teams* Account ID)

Office Hours : Mon & Thu 04:00 PM – 04:55 PM or by *email appointment*

Office Location : Management and Marketing Department – 1st Floor – Office No. A1-1009

Course Website : www.aalrashdan.com/negotiation

Course Description:

This experiential course is designed to equip students with a deep understanding of negotiation dynamics across various contexts while enhancing their confidence and competence in the negotiation process. Students will first explore foundational theories, principles, and strategic frameworks essential for analyzing negotiation scenarios and resolving conflicts effectively. Through interactive discussions, they will develop a sophisticated analytical approach to negotiation. The course also emphasizes hands-on learning, as students will actively engage in simulated negotiations, allowing them to refine their bargaining skills and apply theoretical insights in practice. Additionally, students will gain valuable insights into the psychological and cognitive processes that influence negotiators' decision-making, judgment, and behavior. By combining theoretical knowledge with practical application, this course prepares students to navigate complex negotiations with confidence, adaptability, and strategic acumen.

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]



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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:** Throughout the semester, students will participate in a **minimum of four negotiation exercises**, each set in a distinct context such as mergers and acquisitions, job recruitment, and other real-world negotiation scenarios. These exercises provide an opportunity to apply theoretical concepts in a practical setting, enhancing both analytical and bargaining skills. To ensure the most effective use of class time for **negotiation exercises** and the subsequent **in-class discussions**, **attendance will be taken at EXACTLY at 3:00 PM**. Any student who arrives after attendance is taken **WILL NOT** be allowed to participate in the exercise or class discussion and thus **will receive a ZERO** for that specific exercise. Given the interactive nature of these activities, **BOTH attendance and active participation are crucial**. Students' performance will be evaluated based on multiple factors, including their negotiation outcomes and their participation/attendance in the process. Consistently being present, prepared, and actively involved will be essential.



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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). **Like in the negotiation exercises, attendance for the reflection sessions will be taken at EXACTLY at 3:00 PM.** Any student who arrives after attendance is taken **WILL NOT** be allowed to participate in the in-class reflection session and thus **will receive a ZERO** for that specific session. **The students are expected to reflect on their experiences before they come to class and be ready to discuss their thoughts.** The students will 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://www.kuniv.edu/cs/groups/ku/documents/ku_content/kuw055940.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:

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

Weight	Description
35%	Participation, Negotiation Exercises and Reflections: (Negotiation exercises, Post-Negotiation Reflections, Class discussions, and Attendance)
25%	Midterm Exam
40%	Final Exam
100%	TOTAL

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

Date	Event
March 15, 2025	Last day to drop a course
May 15, 2025	Last day of classes
May 24, 2025, 05:00 PM – 07:00 PM	Final Exam (Comprehensive)