

Subject Code	MM5191
Subject Title	Negotiation and Conflict Management
Credit Value	3
Level	5
Normal Duration	1-semester
Pre-requisite / Co-requisite/ Exclusion	<p>Managing Organizations and People (MM511) or Organization and Management (MM5112)</p> <p><u>For MBA</u> Organisational Behaviour and Development (MM513 or MM5131) or Organizational Behaviour & Leadership (MM5133) or Strategic Human Resource Management (MM5231) or Leadership & Organisational Behaviour (MM5134)</p>
Objectives	This subject will contribute to the outcomes by enabling students to apply concepts in the area of negotiation and conflict management, and by improving their interpersonal skills.
Intended Learning Outcomes	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> understand the nature of negotiation and conflict and apply key conceptual frameworks to analyze actual situation; engage in critical and creative thinking, and use negotiation process as a means to achieve business targets, resolve conflict, and create value for organizations; evaluate the costs and benefits of alternative courses of actions in negotiations; assess one's own strengths and weaknesses as a negotiator, and communicate reasoned arguments effectively.
Subject Synopsis/ Indicative Syllabus	<p><u>Negotiation</u> Bargaining and negotiation; ethics; distributive negotiation; integrative negotiation; BATNA (Best Alternative to a Negotiated Agreement); trust; power; emotions; persuasion; coalition; teams; negotiation scenarios in business contexts; negotiation between managers and employees; cross-cultural negotiation; social dilemma.</p> <p><u>Business Negotiation in Practice</u> Negotiation in various business situations; effective skills in business negotiation; negotiation between managers and employees; cross-cultural negotiation.</p> <p><u>Conflict Management</u> Task conflict; relationship conflict; and conflict management styles.</p>
Teaching/Learning Methodology	Using exercises, negotiation role plays, simulations, videos, lectures, auctions, real world negotiation experiences, and other experiential activities, students will improve both their understanding and handling conflict management and negotiation. Synthesis and application of knowledge are assessed by means of performance in simulations, essays and examination.

Assessment Methods in Alignment with Intended Learning Outcomes	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)			
			a.	b.	c.	d.
	Continuous Assessment*	60%				
	1. Individual assignment	20%	✓			✓
	2. In-class exercises	30%	✓	✓	✓	✓
	3. Class discussion	10%	✓	✓	✓	✓
	Examination	40%	✓	✓	✓	✓
	Total	100 %				
<i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i>						
To pass this subject, students are required to obtain Grade D or above in the overall subject grade.						
Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:						
The examination will assess all four outcomes, through compulsory questions. The weekly journals will trace students’ development and focus on their assessment of their own strengths and weaknesses as negotiators, using conceptual frameworks to guide them. Through in-class exercises, a series of experiential exercises and analysis of videos and cases, students engage in discussions to summarize and reflect, thereby deepening their understanding of negotiation theory and achieving the intended learning outcomes.						
Student Study Effort Expected	Class contact:					
	▪ Lectures and in-class exercises		39 Hrs.			
	Other student study effort:					
	▪ Self-study		78 Hrs.			
	Total student study effort		117 Hrs.			
Reading List and References	<u>Recommended Book</u> Lewicki, R. J., Barry, B., & Saunders, D. M. (2021). <i>Essentials of negotiation</i> (7 th ed). New York: McGraw-Hill.					
	<u>Journals</u> Journal of Applied Psychology Journal of Personality and Social Psychology Organizational Behavior and Human Decision Processes Journal of Experimental Social Psychology Negotiation and Conflict Management Research					