

Identification	Subject (code, title, credits)	MGT 485 Negotiation and Conflict Management - 3KU credits (6ECTS)
	Department	School of Economics and Management
	Program (undergraduate, graduate)	Undergraduate
	Term	Spring 2023
	Instructor	Dr. Bahadir Baysal
	E-mail:	bbaysal@khazar.org
	Office hours	Tuesday 10:10-11:50 - Friday 9:00-17:30 41 Mahsati str.
Prerequisites	MGT 310 Management and Organization	
Language	English	
Compulsory/Elective	Compulsory	
Required textbooks and course materials	<p>Negotiation Roy LWeicki, Bruce Barry, David Saunders, McGraw-Hill Higher Education, 8th edition 2019</p> <p>Working Through Conflict: Strategies for Relationships, Groups, and Organizations, 7th Edition, Joseph P. Folger, Temple University, Marshall Scott Poole, University of Illinois, Randall K. Stutman, CRA, Inc. ©2013</p> <p>Required Readings</p> <ul style="list-style-type: none"> Barbara A. Budjac Corvette (2013) Conflict Management: A Practical Guide to Developing Negotiation Strategies International edition Barbara A. Budjac Corvette (2007) Conflict Management: A Practical Guide to Developing Negotiation Strategies 1st edition Baden Eunson (2011) Conflict Management 2nd edition Baden Eunson (2007) Conflict Management 1st edition B D Singh (2008) Managing conflict and Negotiation 1st edition Shay and Margaret McConnon (2008) Conflict management in the workplace 3rd edition 	
Course website	N/A	
Course outline	<p>Conflict and Negotiation are two common integrated types of business interaction which includes disagreement, scarce of resources, and incompatibility in personality. These are typical causes of conflicts at work and life. Conflict Management and Negotiation is the most predominant styles of communication in resolving conflictual problems, ideas, goals, and offerings.</p>	
Course objectives	<p>This course aims is to provide introduction of concepts, theories and practices of conflicts, shows the ways of handling conflict and negotiation. The course content is composed of two intimately related parts. The beginning part starts with introducing the nature and types of conflict, conflict process and conflict resolution styles. The rest of the class sessions discuss the characteristics of interest-based negotiation and negotiation strategies.</p>	
Learning outcomes	<p>Upon successful completion of this course, the student will be able to:</p> <ul style="list-style-type: none"> Identify and explain what conflict is, processes, and practices, strategies of conflict resolution, . Develop strategies of effective negotiation and conflict management. Identify the variables in negotiations. Identify the effective communication ways, problem-solving, and influence techniques appropriate to a given situation. Understand and analyses negotiation problems. Explain how culture impacts conflict and negotiations. How international companies solve conflicts and deal with 	

	negotiations		
Teaching methods	Lecture		x
	Group discussion		x
	Experiential exercise		x
	Course paper		x
Evaluation	Methods	Description and deadline	Percentage (%)
	Midterm Exam		30
	Project		10
	Class Attendance		5
	Activity		5
	Presentation		10
	Final Exam		40
	Total		100
Policy	<p>Attendance: Students exceeding the 25% absence limit will not be allowed to participate at final exam.</p> <p>Activity shall mean active participation i.e. asking and answering the question, contribute with insights and feedback, and demonstrate willingness and dedication to be part of an overall class discussion</p> <p>Presentation & Project: There will be presentations and a project. A situation will be given to students, a leader will be chosen. They will analyze the situation according to knowledge they learned. If it is a presentation the work of the group will not only graded based on the job they did, but also how they were successful to work as a team. If it is a project, it will be graded individually.</p>		
Tentative Schedule			
Week	Date/Day (tentative)	Topics	Textbook/Assignments
1		Course Overview, conflict -basics	Chapter 1 Working Through Conflict: Strategies for Relationships, Groups, and Organizations
2		Conflict development	Chapter 2 Baden Eunson
3		Approaches to managing conflict	Chapter 3 Baden Eunson
4		Conflict Process	Chapter 14 (Organizational Behavior Robbins)
5		Communication and Conflict	Working Through Conflict: Strategies for Relationships, Groups, and Organizations
6		Communication and Conflict	Working Through Conflict: Strategies for Relationships, Groups, and Organizations
7		Managing Conflict Third-Party Intervention	Working Through Conflict: Strategies for Relationships, Groups, and

			Organizations
8		<u>Mid-term Exam</u> / Class continues	
9		Negotiation – the basics Negotiation process	Chapter 4 Baden Eunson Chapter 14 Organizational Behavior Robbins)
10		Strategy and Tactics of Distributive Bargaining	Negotiation Chapter 2
11		Strategy and Tactics of Integrative Negotiation	Chapter 3
12		Negotiation: Strategy and Planning Negotiation tools and planning	Chapter 8 Baden Eunson, Negotiation chapter 4
13		Ethics in Negotiation	Negotiation chapter 5,
14		Communication	Negotiation chapter 5
15		Finding and Using Negotiation Power 2	Negotiation chapter 8
16		Final Exam	