

<b>Course</b>	<b>MNGT-5870 - Issues in Human Resources Management: Negotiations</b>
<b>Term</b>	
<b>Instructor</b>	Name: Phone: Email: @webster.edu
<b>Catalog Description</b>	This special issues course introduces students to negotiation concepts relevant to the professional and personal environment. Communicative skills and negotiating techniques are stressed: including individual and group negotiations, integrative and distributive approaches, communications, conflict, and human behavior. The course is highly participative and interactive; several scenarios will be negotiated and analyzed during the course. While the negotiation principles are directed toward the business environment, the principles are easily transferred to personal, family, and other settings.
<b>Prerequisites</b>	Accepted into Webster University's MA or MBA program. Student should have good writing and oral skills commensurate with graduate level work.
<b>Course Level Learning Outcomes</b>	<p>The purpose of this course is to</p> <ol style="list-style-type: none"> <li>1) familiarize the student with the nature of negotiation and its application to the human resource environment</li> <li>2) explain distributive and integrative negotiation theories and methodology</li> <li>3) examine negotiation strategy and tactics</li> <li>4) explain framing, leverage and power</li> <li>5) explain coalitions, multiple parties, and team approaches to negotiations</li> <li>6) examine how to manage difficult negotiations</li> <li>7) examine communication techniques and methodology.</li> </ol> <p>Students will apply the principles and theories in a variety of practice negotiating scenarios. Students are expected to participate in several classroom mock negotiation scenarios; applying the theory, analyzing and critiquing the negotiation session, and discussing the learning outcomes. This is a highly participative course.</p>
<b>Materials</b>	
<b>Grading</b>	<p><b>Grading Scale</b> 93-100 A 90-92 A- 87-89 B+ 83-86 B 80-82 B- 70-79 C 0-69 F</p> <p><b>Course Requirements</b> The GRADUATE catalog provides these guidelines and grading options: A/A- Superior graduate work</p>

	<p>B+/B/B– Satisfactory graduate work</p> <p>C Work that is barely adequate as graduate-level performance</p> <p>CR Work that is performed as satisfactory graduate work (B– or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses.</p> <p>F Work that is unsatisfactory</p> <p>I Incomplete work</p> <p>ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal.</p> <p>IP In progress</p> <p>NR Not reported</p> <p>W Withdrawn from the course</p>
<p><b>Activities</b></p>	
<p><b>Policy Statements: University Policies</b></p>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>A student may submit their term paper to the On-Line Writing Center in St. Louis by email and have a coach make suggestions/corrections. It is up to the student to allow sufficient time (generally 7-10 days) for this process to be utilized and still turn in the term paper on the assigned date. Go to <a href="http://www.webster.edu/acadaffairs/asp/wc/online.html">http://www.webster.edu/acadaffairs/asp/wc/online.html</a></p> <p><b>Academic Honesty</b> The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p><b>Drops and Withdrawals</b> Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p><b>Special Services</b> If you have registered as a student with a documented disability and are entitled to</p>



	<p>classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p><b>Disturbances</b>          Since every student is entitled to full participation in class without interruption, all students are expected to be in class and prepared to begin on time. All pagers, wireless phones, or other electronic devices must be turned off, or switched to vibrate, when you enter the classroom.</p> <p>Disruption of class, whether by latecomers, noisy devices, or inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p><b>Student Assignments Retained</b>          From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p><b>Contact Hours for this Course</b>          It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
<b>Course Policies</b>	
<b>Week 1:</b>	
<b>Week 2:</b>	
<b>Week 3:</b>	
<b>Week 4:</b>	
<b>Week 5:</b>	
<b>Week 6:</b>	
<b>Week 7:</b>	
<b>Week 8:</b>	
<b>Week 9:</b>	
<b>Additional Information</b>	
<b>Approved by</b>	Michael Hostetler, Faculty Coordinator,



The School of Business & Technology

HRMG 5660 Course Syllabus