

SUBJECT (MODULE) DESCRIPTION

The name of the academic subject (module)	Code
Essentials of Business Negotiation and Psychology	2022 02 04

Staff	Division
Co-ordinator: Assoc. Prof. Rasa Paulienė Other(s):	Faculty of Economics and Business Administration Management Department

Cycle of studies	Type of the subject (module):
Ist (Bachelorr)	Elective

Form of implementation	Period	Language of instruction
At class	4 th semester	English

Requirements for student			
Prerequisites:		Additional requirements (if any): -	
Management			
Volume of the subject (module) in credits	Total student's workload	Contact hours	Individual work hours
5	130	48	82

Purpose of the course unit (module): programme competences to be developed

Aim of the course – to provide basic theoretical knowledge of business negotiation and psychology to develop competencies in business negotiation strategy preparation, negotiation planning and organization. To critically evaluate aspects of business negotiation, to interpret results and to apply various theoretical paradigms in decision making in various areas of business negotiation practice.

Generic competences:

- ✓ Ability to communicate and operate in cross-cultural and interpersonal context;
- ✓ Ability to analyze information and make conclusions;
- ✓ Ability to learn and study considering both human values and professional ethics.

Professional competences:

- ✓ Ability to analyze psychology and negotiation theory; to know particularities of negotiation strategies and tactics;
- ✓ Ability to organize and manage practical activities.

Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
<p>Provided knowledge:</p> <ul style="list-style-type: none"> - Students are provided with the knowledge and systematic approach to psychology and negotiation; - Students will know the major practical aspects of psychology and negotiation; - Students will be able to describe negotiator's traits, skills and techniques to be employed in order to impact others' perceptions, behavior and the feedback. <p>General skills: analytical, systematic, critical thinking, self-study, individual work, ideas, knowledge of individual and group work, formulation of conclusions.</p>	<p>Lectures: problem-based teaching, lecture-discussion, active learning (teaching) methods.</p> <p>Seminars: case study, mind mapping, learning by doing, group discussion, critical reading of scientific literature, presentation.</p>	<p>Students' knowledge and competences are assessed during lectures and seminars, case study analysis (essay writing), and presentations by applying accumulative grading.</p>

Themes	Contact hours							Individual work: time and assignments		
	Lectures	Consultations	Seminars	Practical classes	Practical	Lab works	Practice	Total contact hours	Independent work	Assignments
Development psychology: from infant to adult. Early emotional bonds. Attachment and commitment. Becoming ourselves through others.	4		2					6	6	Individual analysis of scientific and methodical literature (detailed information is verified in each topic pdf file, available for students). Tear-out questionnaires, presentation of results, interactive discussions, dealing with practical situations.
Social psychology: being in a world of others. Social conformity and cultural norms. „Unfreezing“ beliefs, making a change, the freezing stage.	4		2					6	6	
Cognitive psychology: the calculating brain. Semantic memory, episodic memory, memory of experiences. Knowing as a process. Unshakeable conviction and cognitive dissonance.	4		2					6	10	
Psychology of difference: personality and intelligence. Personality types and intellect competencies. Psychodynamic theories. Traits, skills and behavior.	4		2					6	10	
Protocol requirements and formal etiquette in business communication and negotiation. Excellence in communication and business ethics.	4		2					6	10	
Formal communication in written. Public speaking. Verbal and nonverbal communication.	4		2					6	10	
Introduction to negotiation. Win-win negotiation skills and techniques. Negotiation strategies. Negotiation tactics.	4		2					6	20	
Negotiation agenda. Managerial roles and functions in negotiation process. Negotiation preparation checklist. Particularity of multicultural negotiation.	4		2					6	10	
Total:	32		16					48	82	

Assessment strategy	Share in %	Time of assessment	Criteria of assessment
Individual – Group Work (IGW) – seminar presentation	30%	At seminars during the course	Ability to analyze, evaluate the situation and propose solutions, presentation abilities * (detailed explanation - in the final cumulative grade composition section below).
Final Exam	70%	Exam session	<ul style="list-style-type: none"> 7 open questions in writing. Exam is accepted if the student's mark is 4.5 points or more. Criteria: correctness of information, depth and reasoning of answers.

<p>The composition of final accumulative grade</p>	<p>100%</p>		<p><u>Final evaluation = 0.3 x (Individual – Group Work) + 0.7 (Final Exam)</u></p> <ul style="list-style-type: none"> • Only the mark of 4,5 and bigger is accepted for the final accumulative grade • Only the mark of 4,5 and bigger is accepted for each part of the formula • It is a must to fulfill 2 parts of the accumulative grade formula. <p>* In the introductory lecture the teacher presents sequence of individual – group work (IGW) preparation:</p> <ul style="list-style-type: none"> • Students are divided into groups of 2-3 students (depending on the total number of students in the group and the number of seminars that semester). • At the beginning of the semester, students distribute assignments prepared by the teacher based on theories of the most prominent social psychology researchers. • Students prepare at home and make presentations live - during seminars, according to a pre-allocated calendar schedule. • The assignment includes 2 parts: a presentation to class part and a discussion organization/moderation part. • The seminar presentation and discussion at the end of each seminar is evaluated by the students themselves - the anonymous assessment is organized and the result is calculated by the teacher. <p>* Guidelines for individual work - seminar presentation: Presentation duration ~ 40 minutes:</p> <ul style="list-style-type: none"> • To introduce, explain X theory. • Provide practical examples, case studies, situations. • Real examples can be provided (with reference to the source), artificial simulations can be created. <p>Discussion ~ 30 minutes:</p> <ul style="list-style-type: none"> • The discussion is moderated by the students who prepared the presentation. • The form of the discussion is decided by the students themselves: they can raise problematic questions, organize heuristic conversations, and create simulations. It is useful to use Kahoot to engage students at class. <p>* IGW-Presentation evaluation criteria:</p> <ul style="list-style-type: none"> • Collection and structuring of information. • Preparation of presentation plan, preparation of ppt slides. • Audience involvement and engagement. • Organizing and moderating the discussion. • Creativity in preparing questions and assignments for discussion. • Managing time: ~ 40 min for presentation, ~ 30 min for discussion. <p>Note: If more than 2 seminars are missed, the final grade is not available - the student loses the opportunity to get the final grade.</p> <p>Additional note for an external student only: Final grade for the course when the exam is considered external is arithmetic weighted average of 30% Case study (Essay) + 70% Exam.</p>
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Author	Published in	Title	Volume of a periodical or publication	Place of publishing, publishing house, or Internet reference
Compulsory literature				
Authors: Benson N., Collin C., Ginsburg J., Grand V., Lazyan M., Weeks M.	2012	The Psychology Book. Big Ideas Simply Explained.		Dorling Kindersley Limited (Download online pdf)

Steve Gates	2015	The Negotiation Book: Your Definitive Guide to Successful Negotiating (2nd ed.)		(Download online pdf)
William W Baber, Chavi Chen	2020	Practical Business Negotiation (2nd ed.)		e-book, DOI: 10.4324/9780367822422
Supplementary literature				
Kotter J. P.	2012	Leading Change		Harvard Business Review Press
Kouzes James M., Posner Barry Z.	2010	The truth about leadership: no-fads, heart-of-the-matter facts you need to know	1 st edition	USA