

ADMISSION NUMBER											

School of Business

Master of Business Administration MBA Dual Specialization
Mid Term Examination - Mar 2024

Duration : 90 Minutes
Max Marks : 50

Sem IV - MBHR6007 - Negotiation and Counselling Skills

General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Assess the suitability of integrative bargaining approaches based on the nature of the relationship between the parties. K5 (5)
- 2) Identify potential ethical considerations in negotiation and its impact on decision-making. K3 (6)
- 3) Let's consider a situation where two parties, Alex (the candidate) and Rachel (the hiring manager), are engaging in distributive bargaining for a new position in a company. The position is crucial, and both parties have their specific interests and priorities. Alex, the candidate, is currently employed but seeking a new opportunity for career growth and better compensation. Rachel, the hiring manager, is tasked with finding the best candidate while adhering to budget constraints set by the company. Analyze the significance of framing positions in distributive bargaining and its impact on negotiation dynamics K4 (8)
- 4) In the real estate industry, identify situations where the nibble tactic is likely to be effective in yielding positive results, and pinpoint contexts where its effectiveness may be limited. From your perspective, assess the ethical justifiability of negotiators employing the nibble tactic in real estate transactions K3 (9)
- 5) Two entrepreneurs, one male and one female, are negotiating a business partnership. Appraise how gender differences influence communication styles, decision-making processes, and the overall negotiation dynamics between the two parties. K5 (10)

- 6) Your company is in talks to acquire a smaller competitor in a highly competitive market. However, there are concerns among key employees of the target company regarding job security and cultural alignment.

K6 (12)

How would you approach the negotiation process to address these concerns and facilitate a smooth acquisition? (4 Marks)

Considering the concerns around job security and cultural alignment, propose the negotiation strategy to mitigate these issues and ensure a successful integration of the acquired company into your organization (8 Marks)