

New Recruit

Role of Candidate

By Margaret A. Neale



© 1997

This is a negotiation between a job recruiter and a job candidate. You will play the role of the Candidate. There are eight issues of concern in this negotiation:

- Bonus
- Job Assignment
- Vacation Time
- Starting Date
- Moving Expense Coverage
- Insurance Coverage
- Salary
- Location

Your goal, as the candidate, is to reach an agreement with the employer on all eight issues that is best for you. THE MORE POINTS YOU EARN, THE BETTER. You may determine what agreement is best for you by referring to the "Point Sheet" on the next page.

The eight issues are listed separately. There are five different alternatives for each of the issues. For example, the salary can range from \$82,000 to \$90,000. Please note the number of points you will receive for each type of agreement. As a negotiator,

you may settle upon any of the five alternatives for each of the issues. Thus, there are a very large number of feasible settlements.

You should note that each issue has a different degree of importance to you, as indicated by the magnitude of the number of points you could gain or lose. You will have 30 minutes to reach agreement on all 8 issues. In order for any agreement to be binding, you need to reach an agreement with the employer on all eight issues.

Important Instructions: Do not, at any time, tell the other person how many points you are getting. Also, do not let the other negotiator see your "Point Sheet." This information is strictly for you.

Please become very familiar with your "Point Sheet." Feel free to make notes or write on it. The highest number of points you can obtain from this negotiation is plus 13,200 and the lowest number is minus 8,400. These point totals were calculated by adding up the highest number of points you could receive for each of the 8 issues and the lowest number. (See below)

| PAYOFF SCHEDULE | | |
|------------------------|--------------|---------------|
| | Lowest | Highest |
| Bonus | 0 | 4000 |
| Job Assignment | -2400 | 0 |
| Vacation Time | 0 | 1600 |
| Starting Date | 0 | 2400 |
| Moving Expense Covered | 0 | 3200 |
| Insurance Covered | 0 | 800 |
| Salary | -6000 | 0 |
| Location | 0 | 1200 |
| Total | -8400 | 13,200 |

Note: Do not let the other person see your payoff schedule

There is a \$3.50 per person usage fee for all DRRC exercises. Checks should be made out to the Dispute Resolution Research Center (DRRC) in U.S. dollars and mailed to DRRC, Kellogg School of Management, Northwestern University, 2001 Sheridan Road, Evanston, Illinois 60208-2001.

CANDIDATE POINT SHEET

| ISSUE | OPTIONS | POINTS |
|--------------------------------|---------------|--------|
| Bonus | 10% | 4000 |
| | 8% | 3000 |
| | 6% | 2000 |
| | 4% | 1000 |
| | 2% | 0 |
| Job Assignment | Division A | 0 |
| | Division B | -600 |
| | Division C | -1200 |
| | Division D | -1800 |
| | Division E | -2400 |
| Vacation Time | 25 days | 1600 |
| | 20 days | 1200 |
| | 15 days | 800 |
| | 10 days | 400 |
| | 5 days | 0 |
| Starting Date | June 1 | 2400 |
| | June 15 | 1800 |
| | July 1 | 1200 |
| | July 15 | 600 |
| | August 1 | 0 |
| Moving Expense Coverage | 100% | 3200 |
| | 90% | 2400 |
| | 80% | 1600 |
| | 70% | 800 |
| | 60% | 0 |
| Insurance Coverage | Plan A | 800 |
| | Plan B | 600 |
| | Plan C | 400 |
| | Plan D | 200 |
| | Plan E | 0 |
| Salary | \$90,000 | 0 |
| | \$88,000 | -1500 |
| | \$86,000 | -3000 |
| | \$84,000 | -4500 |
| | \$82,000 | -6000 |
| Location | San Francisco | 1200 |
| | Atlanta | 900 |
| | Chicago | 600 |
| | Boston | 300 |
| | New York | 0 |

Note: Do not let the other person see your Point Sheet.