

**Spring 2021**

**Assignment**

**Organizational Behavior-MGT502**

**Total marks: 10**

**Due Date: 2<sup>nd</sup> August 2021**

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**Objective:**

- Students will learn about Negotiation and its approaches

**Learning Outcomes:**

After attempting this assignment, the students will be able to:

- Understand the use of negotiation in conflict.
- Distinguish between different approaches to Negotiation

**The Premise:**

World Creator is one of the leading furniture brands in the country. They are facing interdepartmental conflicts for the last few months. The Finance and HR departments have a conflict because of the budget allocation. It has affected inter-departmental communication and overall productivity. The Finance department wants to keep costs low for employees' engagement initiatives. On the contrary, the HR head is planning to demand a large budget for the engagement of the workforce. This issue is emerging in the organization and the CEO takes notice to resolve the issue. He appoints the senior authority to overcome the issue.

Being an operational manager, the company appoints Mr. Omar as a negotiator to solve the issue. Both low cost and employee engagement are equally important for the organization, but no one is agreeing on the ultimate solution. Mr. Omar selects two senior members from each department and forms a committee. They work together to reach a mutual agreement acceptable for both parties. They make a list of cost-effective techniques and creative initiatives that can increase engagement. After making the list, they reach a mutually beneficial option that is acceptable for both. This solution bridges their differences and they are working together to build a long-term relationship.

**Requirement:**

After analyzing the above case,

1. Identify, which approach of negotiation is used by Mr. Omar to reach a mutually beneficial solution. (2 marks)
2. Give at least four benefits of that approach as per the scenario. (4\*2 marks)

**Note: Your second answer MUST be in bullets. Answer should not be more than 50 words.**

**Max. Words Limit: 50**

**Note: Marks will be deducted for violating the words limit**

**Important:**

24 hours grace period after the due date is usually available for assignments to overcome uploading difficulties. This extra time should only be used to meet emergencies and above mentioned due date should always be treated as final to avoid any inconvenience.

**Other Important Instructions:**

**Deadline:**

- Make sure to upload the solution file before the due date on VULMS.
- Any submission made via email after the due date will not be accepted.

**Formatting guidelines:**

- Use the font style “Times New Roman” or “Arial” and font size “12”.
- It is advised to compose your document in MS Word format.
- You may also compose your assignment in Open Office format.
- Use black and blue font colors only.

**Referencing Guidelines:**

- Use APA style for referencing and citation. For guidance, search “APA reference style” daily and read various websites containing information for better Understanding or visit <http://linguistics.byu.edu/faculty/henrichsen/apa/APA01.html>

**Rules for Marking:**

Please note that your assignment will not be graded or graded as Zero (0), if:

- It is submitted after the due date.
- The file you uploaded does not open or is corrupt.
- It is in any format other than MS-Word or Open Office; e.g. Excel, PowerPoint, PDF,
- etc.
- It is cheated or copied from other students, the internet, books, journals, etc.

**Note related to load shedding: Be Proactive**

Dear Students,

As you know that Post Mid-Term semester activities have started and the load shedding problem is also prevailing in our country. Keeping in view the fact, you all are advised to post your activities as early as possible without waiting for the due date. For your convenience; the activity schedule has already been uploaded on VULMS for the current semester