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| animatedLOGO | **Assignment No. 01**  **Semester: Spring 2021**  **Organizational Behavior-MGT502** | **Total marks: 10 Due Date: 2nd August 2021** |
| **Solution**  **NAME: TAMKEEN SAJJAD**  **ID: MC200400003**  **Course: MIT** | | |
| **Questions:**  **Question No. 1:**  Mr. Omar is following an Integrative Negotiation Approach, because he manages to negotiate with two representatives i.e., Finance and HR departments from each conflicting departments and work to settle on a mutual agreement from a set of options. Because both low cost and employee management are equally important thus the negotiator, Mr. Omar has to put forth a win/win situation for the two so that both the department feel satisfied and think that their issue is solved without any lost.  **Question No. 2:**  **Benefits:**   1. The two conflicting parties i.e., Finance and HR departments can openly review their options. And therefore, reach to a reasonable optimal solution. After considerable discussion, they agree on a solution that meets both their needs. 2. This strategy operates under the assumption that there exists one or more settlements that can create a win-win solution for Finance and HR departments. Therefore, the range is wide for convincing the conflicting parties. 3. In terms of intra-organizational behavior like low cost and employee engagement issue between Finance and HR departments, all things being equally crucial, integrative bargaining is preferable to distributive bargaining. 4. Because integrative bargaining builds long-term relationships and facilitates working together in the future, it bonds negotiator Mr. Omar and allows each of Finance and HR departments to leave the bargaining table feeling victorious. Distributive bargaining, on the other hand, leaves one party a loser. It tends to build animosities and deepens divisions. | | |