New Recruit

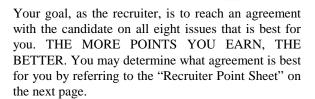
Role of Recruiter

By Margaret A. Neale



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

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



The 8 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 candidate 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 "Recruiter Point Sheet." This information is strictly for you.

Please become very familiar with your "Recruiter Point Sheet." Feel free to make notes or write on it. The highest number of total 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	1600				
Job Assignment	-2400	0				
Vacation Time	0	4000				
Starting Date		2400				
Moving Expense Covered	0	800				
Insurance Covered	0	3200				
Salary	-6000	0				
Location	0	1200				
Total	-8400	13,200				

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

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RECRUITER POINT SHEET

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

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

FINAL CONTRACT

Please circle to indicate the final negotiation agreement

We reached a settlement and the settlement was as follows:

BONUS:	10	8	6	4	2	(percent)
				-	-	(1
JOB ASSIGNMENT:	A	В	С	D	Е	(department)
VACATION TIME:	25	20	15	10	5	(days)
STARTING DATE:	6/1	6/15	7/1	7/15	8/1	(date)
MOVING EXPENSE	100			70	60	
COVERAGE:	100	90	80	70	60	(percentage)
INSURANCE						
COVERAGE:	A	В	С	D	Е	(plan)
SALARY:	90	88	86	84	82	(thousands of dollars)
	New				San	
LOCATION:	York	Boston	Chicago	Atlanta	Francisco	(place)
INS	Trl				70	OV

Signature of negotiators:

Recruiter:	ID#·	

Candidate: O TOTAL ID#: DOOUCE