

Business Negotiations and Employee Relations



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Negotiation Fundamentals: Nature of negotiations and conflicts; distributive and integrative negotiation; negotiation strategy and Planning: Unilateral vs. Bilateral Strategies, negotiation process, negotiation contexts: relationships in negotiations; forms of relationships.

UNIT-II

Individual differences: Personality and negotiations, Individual Differences: gender and negotiations, negotiation across cultures: International and cross cultural negotiations, resolving differences: Managing negotiation impasses, resolving impasses; Ethics in negotiation.

UNIT-III

Employee Relation Management: Meaning, Scope, Objectives and Factors of Employee Relation Management, Difference between Industrial relation and Employee relation; Paradigm Shift from Industrial Relations to Employee Relations: The Employee-Employer relations. Employee Relations in a strategic Framework, Employee Relations at the Workplace: Principles, Structures, Functions, Policies and Process, The Future of Employee Relations.

UNIT-IV

Employee Remuneration and Rewards: Terminology about Remuneration; Basic wages and salary Administration; Need, Principles; Elements for a sound Wage and Salary administration; Factors affecting wage and Salary Levels, Salary Differentials: Functions, Factors of Salary Differentials. Models of Remuneration: Hay Model of Total Rewards, Towards Perrin Model of Total Rewards. Types of Rewards: Intrinsic and Extrinsic Rewards, Financial and Non- Financial Rewards, Performance Based Vs. Membership Based Rewards. Role of Rewards System.