Article Review

Submitted by

Affiliation

Date

Introduction

The negotiation skill itself is seen as a talent or gift that complements the employee and sometimes helps him get out of conflict situations related to the business process. And if this talent is not there, then the employee seems to lose nothing, and the company tries not to pay attention to the fact that the team is more like a lonely crowd of specialists than a close-knit team. A similar attitude to communications is characteristic of those companies that have not yet been on the verge of bankruptcy, and those employees who are not fortunate enough to work in companies as market leaders, regardless of their field of activity. In reality, communications of importance go immediately after the organization of the business process and are an integral part of both the corporate culture and the individual employee performance indicator.

Research Description

Negotiators often elicit some concessions from their counterparts by ultimatums. This research highlights why some negotiators leave the bargaining table or concede to ultimatum while others ignore ultimatum and they continue with negotiations (Ma et al. 2019). In effect, some hypothesis were formulated such as: “Negotiators in a choice mindset would believe that there is more room to negotiate compared to those in a non-choice mindset.”

Six studies were examined to know the role of choice minds, taking into account the identification of choice mindset as an intervention to enhance the persistence and improvement of negotiation outcomes. Survey method was used to research the main idea, where a survey was posted on the online Chinese survey panel. Out of 800 participants, 831 participants completed their study (Ma et al. 2019). After that, it was tested that either choice manipulation has an effect on the willingness to ignore the ultimatum and persist in the negotiation or not. A mediation model was used to process model 4 with 5000 increased corrected bootstrap samples (Ma et al. 2019). The dependent variable was the willingness to persist and choice was independent variable.

Discussion

The ability to negotiate is not a talent, not a gift, or an innate skill that can be ignored in the workflow. This is a knowledge system that allows an employee, through various communication channels, to solve a whole list of problems and find a way out of complex conflict situations. If at the time of the occurrence of a problem or a conflict situation, the employee is not able to negotiate, then he remains alone with the problem. Considering the consistency of hypothesis that were made in the beginning, studies asserted that those who thought about the constraints that were faced in a negotiation and compared to those who were at the side of choice of mindset, the later were more willing to play a persistent role in a negotiation even after the issuance of ultimatum by their counterpart.

Also, the negotiators in choice mindset are more towards ignoring the ultimatum and continue with the negotiations. This behavior is found to be adoptive because sometimes, ultimatums are guided by strong persuasive devices. Studies highlighted that when people are given the choice mindset to enter a negotiation, they are more towards the belief that there is more space for negotiation, as compared to the people who are in no-choice mindset (Ma et al. 2019). The findings of the study indicate that there is a general choice of briefing manipulation that is distinct to the negotiations at hand and has the influence to shape the alleged negotiation room of people.

Depending on the position held, the problems caused by the inability to negotiate are also different. But at the same time there are general problems that arise for any employees in various positions. Common problems include difficulties in communicating with the immediate supervisor or subordinate, communicating with colleagues and defining the field of responsibility of the employee and delegation of authority. The unique issues of the executive staff are communication with customers and partners, the right choice of information channel for each individual client and the communication format. “Negotiating” is just a short abbreviation for all of the above aspects, and, as a rule, it means precisely the ability to solve problems through systemic knowledge in the field of communications

Conclusion

The research demonstrated the effect of choice mindset on the negotiation cognitions, outcomes and behaviors. It was highlighted that as the choice mindset lead people to ascribe greater agency to actors, it would lead to an increased negotiation persistence. The overall findings asserted that adopting choice mindset would be partially beneficial when a negotiator is dealing with some tough negotiation situations.

References

Ma, A., Yang, Y., & Savani, K. (2019). “Take it or leave it!” A choice mindset leads to greater

persistence and better outcomes in negotiations. *Organizational Behavior and Human Decision Processes*, 153, 1-12.