Assignment

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**Organizational Negotiations**

David has moved with his family in a new town where he was already working in an organization. He was living in a rental houseand and now he wants to buy a new house for his immigrant family. He has approached to a Real Estate agent for the purchase of a new house. The real estate agent asks him to buy a house having worth of $600,000. He accused him that the house is overpriced because David gained complete information about the place where he wants to purchase his house. He asked the agent to negotiate the price of the home with the seller. Real Estate agents show him dozens of houses, spend lots of time and give him lots of advices. The agent is legally representing the sellers for the Real Estate selling purpose. The real estate agent is working for the seller and the main purpose of his job is to earn money. David wants to make a deal of house in $525000. The broker approached the seller and tell him about his interest. The seller is not convinced to sell the house is $525,000. The broker tells the David that I am confident you will be willing to pay $60000 after a complete analysis of the house prices in one month. David said that he can’t afford such a huge amount to buy this house. The broker approached the seller to set a deal. He convinced both parties on $575000. Moreover, he fulfills all legal requirement for the deal of house and then makes both the parties satisfied with this deal.

When two organizations merge, it is difficult to manage a combined and large organization. The new company comes up with a new culture after splitting up of two or more companies. Many factors like regional background, industry, international experience, organizational culture, gender differences can make different cultures in different organizations. The negotiators and agents should know about the cultures of the organization. Different cultures have different languages, nonverbal behaviors, values, and decision-making approach. The focus of research is very narrow on nonverbal behaviors in an origination. In most of the firm’s nonverbal behaviors are used for communication. The experts suggest that it is very important to take information about nonverbal behaviors in organizations. The person outside the organization may misinterpret the nonverbal behaviors in an organization. In international negotiation, translation problem is one of the key factors that create an impact on negotiation. The United States, India, and England's native speakers face difficulty in negotiation within an organization. Russian could unobtrusively and carefully observe the nonverbal responses and facial expression during negotiation. Most of the managers in America face negotiation problem with partners when they contact one another in their native languages. Research of Mejia, Rogoff, Dayton, and Ochoa, (2018) shows that 35% of the messages are verbal in an organization whereas 65% are nonverbal. The results of various research show that Japanese people use the least aggressive style of negotiation (Groves, Feyerherm, & Gu, 2015).

The Asian style of negotiation is used in Korean organizations whereas information exchange tactics are used by Chinese people while negotiating in an organization. The gestures, mannerism, and customs of different organizations are different. Technology is an important factor that enables to connect and improve their negotiation in an organization. National and political pride is another factor that creates a big impact on negotiation in an organization. The people of Germany and the USA usually use an aggressive and assertive style of negotiation whereas the people of Japan use passive style to share their ideas. Awareness due to technology has created a good impact on negotiating style of people from different cultures in an organization.

**References**

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