



BHARATHIDASAN UNIVERSITY
Tiruchirappalli- 620024,
Tamil Nadu, India

Programme: M.A., HUMAN RESOURCE MANAGEMENT

Course Title : INDUSTRIAL RELATIONS AND COLLECTIVE
BARGAINING

Course Code : 22HRM2CC7

UNIT –VI
Negotiations

Dr. T. KUMUTHAVALLI
Associate Professor
Department of Lifelong Learning



Negotiations: Strategies for Success

Welcome! This presentation explores key negotiation strategies for navigating successful outcomes in various situations.

Non-negotiable Issues: Identifying Them Upfront

Understanding Boundaries

Define clear boundaries and identify issues you will not compromise on. These are crucial for setting the stage for successful negotiations.

Setting Expectations

Communicate non-negotiables effectively. This helps ensure all parties involved understand the limits and potential dealbreakers.

Negotiation Approaches: Distributive vs Integrative

1

Distributive

A competitive approach where parties try to maximize their own gains at the expense of the other.

2

Integrative

A collaborative approach where parties work together to find solutions that benefit all involved, focusing on win-win outcomes.



Things
I love

stat wlat
make
happy

- spend time loved ones
- ar etharting fal loves
- accivers th personal goals & experiencer moments of joy.



Negotiation Behaviour: Styles and Tactics



Assertive

Confidently advocating for your needs while respecting the other party's perspective.



Compromising

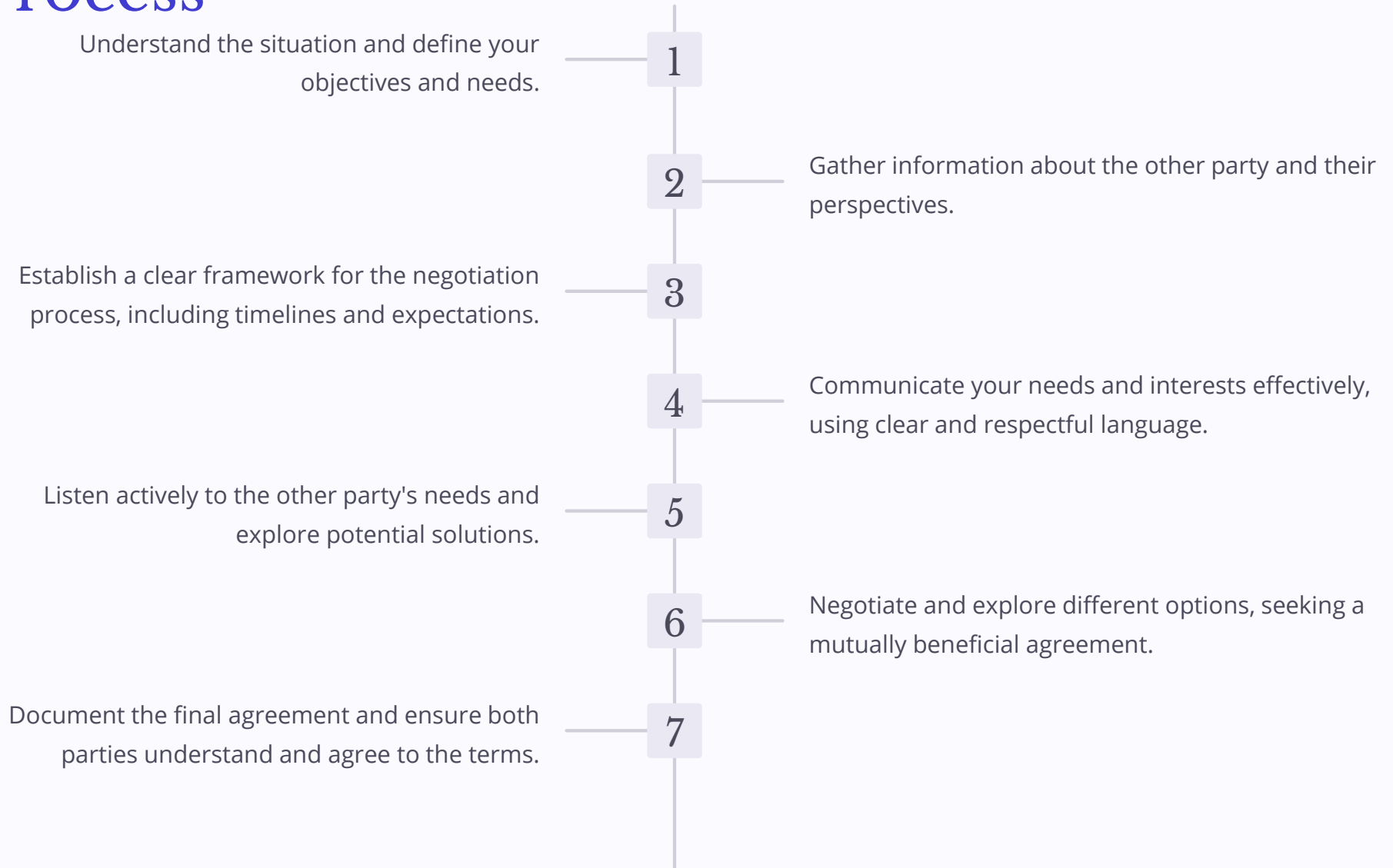
Finding solutions that meet some of each party's needs, often through concessions.



Accommodating

Prioritizing the other party's needs and preferences over your own, often for relationship building.

Seven-Step Negotiation Process



Preparation: Understanding the Situation



Negotiation Styles: Assertive, Accommodating, Compromising

1

Assertive

Confidently voicing needs and expectations while respecting others.

2

Compromising

Finding solutions that satisfy some of both parties' needs.

3

Accommodating

Prioritizing the other party's needs and preferences over your own.



Active Listening: Key to Effective Negotiations

1

Focus

Give your full attention to the speaker.

2

Reflect

Summarize to ensure understanding.

3

Empathize

Acknowledge the other's perspective.

Closing the Deal: Reaching a Mutually Beneficial Agreement



Final Agreement

Document the agreed terms and ensure clarity.



Positive Outcome

Celebrate the success and foster a positive relationship.

Negotiation Ethics: Maintaining Integrity



Ethical considerations are crucial for sustainable and respectful negotiations. Uphold honesty, transparency, and fairness in all interactions.

Concept of Workers' Participation

Empowerment

Workers' participation encourages a sense of ownership and responsibility, leading to greater engagement and motivation.

Collaboration

It fosters collaboration between management and workers, leading to improved communication, problem-solving, and decision-making.

Practices in India

Works Committees

These committees address issues like working conditions, safety, and welfare, promoting dialogue and resolution.

Joint Management Councils

Jointly formed by management and worker representatives, these councils participate in decision-making for the organization.



Employee Directors on Board

1

Representation

Nationalized banks in India include employee directors on their boards, providing workers' perspectives on key decisions.

2

Transparency

This practice enhances transparency and accountability, strengthening trust between management and workers.



Enabling Legal and Policy Framework

1

Legislation

India has various laws, including the Industrial Disputes Act, 1947, which recognize the right to workers' participation.

2

Policy

The government has implemented policies promoting workers' participation, such as the National Policy on Workers' Participation in Management.

Worker's rights law

A DRENER porals TIVE of vigst only mates on worker pat FACATE.

ment 2014	Whow, - Whest workerites right law.	Fou a w participi
	10.03001,00020	To worker's forrgremi le
	19.06020.02020	rebot vecte
	16.06000,02020	jeace wiripi
	16.06000,00020	senoly wh
	19.02000,00000	nlimctic ph
	19.00000,00000	entitsictio l
	19.0000020	lstrnrits.
	15,2.00.20020	The ect the continetor c so thes worl laws le arla seuns partf unides or
		Anaree your worker parti

Suggestions for Improvement

1

Strong Leadership

Management must champion QC and provide clear direction and support for its implementation.

2

Employee Training

Invest in comprehensive training programs to equip employees with the skills and knowledge needed for effective QC participation.

3

Continuous Improvement

QC is an ongoing process, requiring continuous monitoring, evaluation, and refinement for optimal results.

Challenges in QC Implementation

