

**COURSE DATA****DATA SUBJECT**

Code: 42748
Name: Workshop of negotiation
Cycle: Master's Degree
ECTS Credits: 3
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
2126 - Master's Degree in Human Resources Management	Facultat de Ciències Socials	2	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2126 - Master's Degree in Human Resources Management	Social skills	COMPULSORY

COORDINATION

FERNANDEZ MESA ANA ISABEL

SUMMARY

Negotiation workshop. In this workshop we explore the concept of negotiation, and the differences between negotiating and other concepts. It also explores the different stages in the negotiation process. Based on the theories of negotiation, we develop a series of practices creating situations which allow the students to develop specific skills and techniques.

PREVIOUS KNOWLEDGE**RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE**

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS

No previous knowledge established, as a prerequisite for this workshop. Although it is positive that students are in their second year of master, and have previously studied the subjects of the first year.



COMPETENCES / LEARNING OUTCOMES

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Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.

Students should be able to adapt to change and be creative. In this sense, they should develop the ability to modify predictable and habitual behaviour in order to adapt to the demands of different situations without substantially modifying the final objectives of the work processes (incorporating new data from the environment).

Students should be able to design and conduct interviews to support human resources management functions.

Students should be able to establish mechanisms to guide and motivate workers.

Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.

Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.

Students should be able to lead people and teams to achieve the objectives of human resources management. In this sense, they should develop a certain level of relational sensitivity and empathy.

Students should be able to prepare reports and make oral presentations related to human resources management.

Students should be able to self-organise, which means systematically planning and setting realistic time schedules for the different tasks in their personal agenda, prioritising their activities, attending to criteria of urgency and importance, using explicit tools and procedures to control the level of performance and optimising time.

Students should be able to work in a team and, at the same time, stimulate the participation of the members of the team, seeking to create synergies.

Students should be prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.

Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.

Students should demonstrate self-directed learning skills for continued academic growth.

Students should develop a certain tolerance for uncertainty.

Students should develop appropriate interpersonal and team relations.

Students should have assertive communication and negotiation skills. This means being able to carry out



negotiations related to the direction and management of human resources, and being able to carry out a mediation activity that facilitates an adequate management of human resources.

Students should have the ability to communicate, influence and be effective in interpersonal relationships.

Students should understand and be able to develop leadership processes in human resources management by promoting systems of participation in the organisation and developing an appropriate internal communication policy.

Students should understand and manage cultural and ethnic diversity in organisations.

Students should understand group processes.

DESCRIPTION OF CONTENTS

1. Negotiation Techniques: basic concepts

- a. Definition and characteristics
- b. Competitive vs Cooperative Negotiation
- c. From positions to principles
- d. Power, time, and information

2. Negotiation attitude

- a. Negotiating personality
- b. Active listening ability

3. Strategy development

- a. Trading Methods
- b. Strategies and tactics

4. Conflict management

- a. What is a conflict?
- b. The development of a conflict
- c. intensity of a conflict
- d. Temporal evolution of a conflict
- e. Constructive conversation

WORKLOAD

**PRESENCIAL ACTIVITIES**

Activity	Hours
Tutorials	6,00
Theory	18,00
Classroom practices	6,00
Total hours	30,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	45,00
Independent study and work	0,00
Preparation of lessons	0,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	45,00

TEACHING METHODOLOGY

The structure of the workshop is practical.

After a brief theoretical introduction the different students will practice negotiating skills through simulation and role playing, using teamwork as a basic tool.

EVALUATION

The grading scale is from 0 to 10 (100%), 5 being the minimum grade to pass the course.

For this, the following evaluation systems will be used:

1. Observation and recording of students' attitudes in the development of tasks and activities. Participation and involvement in the activities of the workshop, including the quality of the oral interventions (20% of the final grade). Due to its nature of continuous evaluation, this part only is evaluable in class, and it is not recoverable on second call.

2. Evaluation of the individual and/or group work of the students (50% of the final grade). The materials, instructions and specific criteria for each task will be explained by the teacher.

3. Exam (final report / individual portfolio) (30% of the final grade)



For the final evaluation it is essential to present all the activities and pass with more than a five (on a scale of 10 points) all the activities carried out and the final report (or exam) too.

The procedure to be followed to obtain the highest grade (honors) and if there are people tied, will consist of an optional assignment proposed by the teacher.

The detection of plagiarism in one or more of the works to be carried by the student in the subject (activities and / or reports, individual and group) will mean an automatic failure of the subject.

To obtain the final qualification for this class, two relevant aspects will be discussed: on one side, punctuality of turning in the assignment (reduction of the grade by 5% for each day that elapses on the delivery date and the impossibility of delivering the activity and / or work that has already been corrected in the classroom), and on the other hand, adaptation of the extension of the work to that determined by the teacher (can subtract up to 10% from the final grade).

The evaluation of the subject and the challenge of the grade obtained depend on the information available in the Regulation of Evaluation and Qualification of the University of València for bachelor's and master's degrees (A C G U V 1 0 8 / 2 0 1 7 d e 3 0 d e m a i g d e 2 0 1 7). http://www.uv.es/graus/normatives/2017_108_reglament_avaluacio_qualificacio.pdf

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