



Negotiation Behavior (Organizational and Occupational Psychology)

Dean G. Pruitt

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Negotiation Behavior is a theoretical synthesis of what is known about negotiation as a general phenomenon. The principles presented are illustrated with examples of negotiation from many specific realms. A great deal of attention is devoted to the motives, perceptions, and other microprocesses underlying the behavior of negotiators and to the results of laboratory experiments on negotiation.

Comprised of seven chapters, this book begins by defining negotiation and contrasting it with other forms of multiparty decision making, along with its significance and the nature of research on the subject. Two fundamental theoretical notions are presented: the strategic choice model and the goal/expectation hypothesis. Subsequent chapters focus on where bargainers place their demands as well as the strategies they use to foster their interests while moving toward agreement. The reader is introduced to key concepts such as demand level and concession rate, competitive tactics, and coordinative behavior, together with integrative agreements and third-party intervention in negotiation (mediation and arbitration).

This monograph will be of value to practitioners in the fields of organizational and occupational psychology, social psychology, economics, industrial relations, and international relations.

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