



Faculté des sciences économiques, sociales et politiques

ESPO

TRAV2220 **Bargaining theory and practice**

[25h] 4 credits

This course is taught in the 2nd semester

Teacher(s): Pierre de Saint-Georges
Language: french
Level: 2nd cycle course

Aims

- a) To be able to identify the psycho sociological mechanisms at work in all collective and individual negotiations within organisations.
- b) To understand what influences negotiators' behaviour and bargaining outcomes.
- c) To be able to analyse one's own practice in bargaining situations.

Main themes

The aim of this course is to carry out a study from a psycho-sociological viewpoint of industrial bargaining as it occurs in collective labour relations and industrial disputes, and in negotiations over individual situations within organisations. It will look at such issues as disputes, communications, power, strategy and decision making, mechanisms involving influence, argumentation and inter group relations.

Content and teaching methods

This 'Bargaining theory and practice' course aims to teach students the main psycho Sociological landmarks in a study of bargaining, whether these negotiations are intra organisational (i.e. individual or collective) or industrial (i.e. at the level of concertation or a dispute).

The course concentrates on intensive situational exercises (i.e. simulations) that are carried out in small groups, and analysed under the guidance of the Professor.

An initial exposition will introduce the students to the theoretical framework, and a reading portfolio will prepare analyses, and extend them through students' own personal summaries.

Methodology

- a) Situationalising and bargaining exercises (simulations) plus analysis, guided and supervised by the Professor.
- b) Reading and expositions providing theoretical structuring. Students' understanding will be monitored by written work containing reflection and personal synthesis based on personal experience and analyses completed during sessions that form part of the seminar.

Other information (prerequisite, evaluation (assessment methods), course materials recommended readings, ...)

Students' understanding will be monitored through written work based on personal experience and analyses carried out in sessions, through expositions and through reading from the proposed list.

Given the 'experiential' nature of the course, students' attendance is compulsory.

The seminar will include work in small groups and in plenary sessions. There will be a special timetable of at least three sessions each lasting four hours.

This course forms part of a study programme given in the evening and/or on Saturdays.

Other credits in programs

COMU22/RP	Deuxième licence en information et communication (Relations publiques et communication d'organisation)	(4 credits)	
ECGE3DS/RH	Diplôme d'études spécialisées en économie et gestion (Master in business administration) (ressources humaines, organisations & relations industrielles)	(4 credits)	
TRAV22	Deuxième licence en sciences du travail	(4 credits)	Mandatory
TRAV2M1/GE	Master en sciences du travail (générale)	(4 credits)	