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A
BEHAVIORAL
THEORY
OF
LABOR
NEGOTIATIONS

*An Analysis of a
Social Interaction System*

RICHARD E. WALTON
ROBERT B. MCKERSIE

Behavioral Theory Of Labor Negotiations An Analysis Of A Social Interaction System

Richard E. Walton, Robert B. McKersie



Behavioral Theory Of Labor Negotiations An Analysis Of A Social Interaction System:

A Behavioral Theory of Labor Negotiations Richard E. Walton, Robert B. McKersie, 1991 In this book Walton and McKersie attempt to describe a comprehensive theory of labor negotiation The authors abstract and analyze four sets of systems of activities which they believe account for much of the behavior found in labor negotiations The first system of activities termed distributive bargaining comprises competitive behaviors that are intended to influence the division of limited resources The second system is made up of activities that increase the joint gain available to the negotiating parties referred to as integrative bargaining They are problem solving behaviors and other activities which identify enlarge and act upon the common interests of the parties The third system includes activities that influence the attitudes of the parties toward each other and affect the basic relationship bonds between the social units involved This process is referred to as attitudinal structuring The fourth system of activities which occurs as an integral aspect of the inter party negotiations comprises the behaviors of a negotiator that are meant to achieve consensus within one's own organizations This fourth process is called intra organizational bargaining Each sub process has its own set of instrumental acts or tactics Therefore each of the four model chapters is followed by a chapter on the tactics which implement the process These chapters translate the model into tactical assignments and include an abundance of supporting illustrations from actual negotiations This study should be of interest to several audiences including students and teachers of industrial relations social scientists interested in the general field of conflict resolution as well as practitioners of collective bargaining and other individuals directly involved in international negotiations The overall theoretical framework has been derived by a mixture of inductive and deductive reasoning Extensive fieldwork and several dozen printed case studies have provided the bulk of the empirical data In terms of meaning the study has three touchstones the field of collective bargaining the field of conflict resolutions and the underlying disciplines of economics psychology and sociology

The Social Psychology of Bargaining and Negotiation

Jeffrey Z. Rubin, Bert R. Brown, 2013-10-22 The Social Psychology of Bargaining and Negotiation focuses on the integrative survey of work done in social psychology on the processes of negotiation and bargaining The publication first takes a look at bargaining relationship an overview of social psychological approaches to the study of bargaining and the social components of bargaining structure Discussions focus on the number of parties involved in the bargaining exchange factors affecting bargaining effectiveness structural and social psychological characteristics of bargaining relationships and availability of third parties The text then examines the issue components of bargaining structure and bargainers as individuals including individual differences in personality and background interpersonal orientation issue incentive magnitude and reward structure and intangible issues in bargaining The book ponders on social influence and influence strategies and interdependence Topics include motivational orientation parameters of interdependence in bargaining overall pattern of moves and countermoves and appeals and demands The publication is a valuable source of data for researchers interested in

the social psychology of bargaining and negotiation *Communication Yearbook 7* Robert N. Bostrom, 2011-10-25 First published in 2012 Routledge is an imprint of Taylor Francis an informa company **Communication Yearbook 7** Robert Bostrom, 2012-05-23 The Communication Yearbook annuals publish diverse state of the discipline literature reviews that advance knowledge and understanding of communication systems processes and impacts across the discipline Sponsored by the International Communication Association each volume provides a forum for the exchange of interdisciplinary and internationally diverse scholarship relating to communication in its many forms This volume re issues the yearbook from 1983 **Negotiation as a Social Process** Roderick M. Kramer, David M. Messick, 1995-04-06 While most studies in negotiation and conflict management have focused on cognitive aspects few have addressed the impact of social processes and contexts on the negotiation process Addressing this need Roderick M Kramer and David M Messick have brought together original theory and research from leading scholars in this emerging field A wide range of topics is covered including the role of group identification and accountability on negotiator judgement and decision making the importance of power dependence relations on negotiation intergroup bargaining coalitional dynamics in bargaining social influence processes in negotiation cross cultural perspectives of negotiation and the impact of social relationships on n *Handbook of Contemporary Behavioral Economics* Morris Altman, 2015-01-30 At a time when both scholars and the public demand explanations and answers to key economic problems that conventional approaches have failed to resolve this groundbreaking handbook of original works by leading behavioral economists offers the first comprehensive articulation of behavioral economics theory Borrowing from the findings of psychologists sociologists political scientists legal scholars and biologists among others behavioral economists find that intelligent individuals often tend not to behave as effectively or efficiently in their economic decisions as long held by conventional wisdom The manner in which individuals actually do behave critically depends on psychological institutional cultural and even biological considerations Handbook of Contemporary Behavioral Economics includes coverage of such critical areas as the Economic Agent Context and Modeling Decision Making Experiments and Implications Labor Issues Household and Family Issues Life and Death Taxation Ethical Investment and Tipping and Behavioral Law and Macroeconomics Each contribution includes an extensive bibliography **Building Trust and Constructive Conflict Management in Organizations** Patricia Elgoibar, Martin Euwema, Lourdes Munduate, 2016-06-24 This book presents the most recent theoretical insights and practical intervention methods to re build trust between management and organized employees in organizations Offering a multidisciplinary perspective on trust and conflict management in organizations the book draws from diverse fields such as organizational psychology business law industrial relations and sociology It examines the often encountered breaches of trust between management and organized workers and the resulting destructive social conflicts social actions strikes or dramatic business decisions Its focus is on trust and conflict management at the organizational level in an industrial relations context that of employee representatives and

management The book introduces a new theoretical approach the Tree of Trust designed to analyse and mediate the interconnected levels of trust and distrust in industrial relations It presents case studies and practical recommendations to build trust and constructive conflict management in the organizations and illustrates these by means of experiences from different countries around the globe

Theories of International Relations David A. Baldwin, 2017-03-02 International relations theory is a diverse and constantly evolving area of scholarly research reflecting the fluctuations in world politics This volume brings together a number of the most important research papers published on this subject during the last sixty years Divided into five thematic sections this work provides the reader with a comprehensive overview of developments and debates in this area of study Topics covered include the history and development of alternative approaches to international relations theory the importance of domestic politics in shaping a state's foreign policy the absence of a global government and the meaning and implications of this state of international anarchy power and its role as a variable in international relations theory and the challenges of state security war and peace The introduction anchors the collection putting the articles within the context of the evolution of this field to date

Negotiation Theory and the EU Andreas Dür, Gemma Mateo, Daniel C. Thomas, 2013-10-31 Negotiations are central to the ethos and functioning of the European Union yet the dynamics of EU negotiations have received far too little systematic scholarly attention This volume offers a thematic and forward looking survey of cutting edge research on EU negotiation dynamics identifying findings to date and setting an empirical and methodological agenda for future research The chapters by leading international experts address a wide range of critical questions in this area including What factors influence negotiation behaviour and outcomes in the EU How can we explain variation in the choice of negotiation styles When do actors engage in arguing or bargaining What are the determinants of bargaining power What are the institutional foundations of EU negotiations And what role does the presidency play in EU negotiations The volume also discusses how the findings of the multi disciplinary field of negotiation studies can inform research on negotiation dynamics in the EU The volume will be of great interest to established scholars and advanced students of international relations European integration and governance and negotiation analysis This book was based on a special issue of Journal of European Public Policy

Managing Organizational Behavior in the African Context David B. Zoogah, Constant D. Beugré, 2013 Managing Organizational Behavior in an African Context discusses management and organization science theories as they apply within the social cultural and economic contexts in which organizations operate in Africa The first organizational behavior book to cover the entire continent it uses the findings of OB studies to establish a conceptual foundation then explores how those topics apply in Africa's unique business environment This integrative framework allows students and scholars to connect organizational phenomena in Africa with those in other parts of the globe Illustrative examples mini cases and self assessment exercises all based on Africa specific sectors industries and organizations round out this foundational guide to the OB field in Africa

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