

Job Negotiation

Role of Job Candidate

This is a task that involves a negotiation between two people during a job interview. One person will play the role of the recruiter, who has come to the University of Delaware campus to conduct on-campus interviews for a corporation. You will play the role of the job candidate, who will be graduating soon from the University of Delaware.

There are 8 issues of concern in this negotiation:

- Salary
- Bonus
- Vacation Time
- Location
- Job Assignment
- Starting Date
- Moving Expense Coverage
- Insurance Coverage

Your goal is to reach an agreement that is the best outcome possible. You can determine your preferences concerning each issue by referring to your “PAYOFF SCHEDULE” on the next page.

The 8 issues are listed separately. For each issue, there are five different possible options listed with the corresponding number of points you will get for each option.

You should note that each issue has a different degree of importance to you, as indicated by the points allotted. For example, for salary, the option with the highest amount is allotted the most points compared to the other options, and is most desirable to you.

DO NOT AT ANY TIME TELL YOUR NEGOTIATION PARTNER HOW MANY POINTS YOU ARE GETTING. ALSO, DO NOT LET THE OTHER NEGOTIATOR SEE YOUR POINT SCHEDULE. THAT INFORMATION IS STRICTLY CONFIDENTIAL. ALSO, NEGOTIATE ACCORDING TO YOUR POINT SCHEDULE. FOR EXAMPLE, NEGOTIATE OVER THE LOCATION AS PER YOUR POINT SCHEDULE, NOT ACCORDING TO WHICH LOCATION WOULD BE PREFERABLE TO YOU IN REAL LIFE.

Please study the payoff schedule. As you can see from the table below, the highest number of total points that you can obtain is 13,200 and the lowest number of points is -8400.

PAYOFF SCHEDULE		
	Lowest	Highest
Salary	-6000	0
Bonus	0	4000
Vacation Time	0	1600
Location	0	1200
Job Assignment	-2400	0
Starting Date	0	2400
Moving Expense Coverage	0	3200
Insurance Coverage	0	800
Total	-8400	13,200

CANDIDATE PAYOFF SCHEDULE

Issue	Options	Points
Salary	\$40,000	0
	\$38,000	-1500
	\$36,000	-3000
	\$34,000	-4500
	\$32,000	-6000
Bonus	10%	4000
	8%	3000
	6%	2000
	4%	1000
	2%	0
Vacation Time	25 days	1600
	20 days	1200
	15 days	800
	10 days	400
	5 days	0
Location	San Francisco	1200
	Atlanta	900
	Chicago	600
	Boston	300
	New York	0
Job Assignment	Division A	0
	Division B	-600
	Division C	-1200
	Division D	-1800
	Division E	-2400
Starting Date	June 1	2400
	June 15	1800
	July 1	1200
	July 15	600
	August 1	0
Moving Expense Coverage	100%	3200
	90%	2400
	80%	1600
	70%	800
	60%	0
Insurance Coverage	Plan A	800
	Plan B	600
	Plan C	400
	Plan D	200
	Plan E	0