

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

BUSI 455

CONFLICT RESOLUTION AND NEGOTIATION

COURSE DESCRIPTION

A review of the theories, processes and practices of conflict resolution and negotiation. Students strategies. Cultural aspects of conflict and negotiations and diagnose and identify negotiation strategies. Cultural aspects of conflict and negotiation will be examined.

RATIONALE

Business leaders and managers negotiate in a wide range of settings, including contracts, business transactions, employment, and conflict resolution. Effective negotiation skills and knowledge of underlying negotiation theory is critical to successful leadership and business management. Successful negotiation allows professionals to pursue alternative ways to resolve conflict, build value, solve problems, and meet objectives. Christian leaders must also be able to integrate scriptural models of conflict resolution into their management and negotiation strategies.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Blackboard [recommended browsers](#)
- D. Microsoft Office
- E. *The Holy Bible*
- F. APA formatting information:

<http://ezproxy.liberty.edu/login?url=http://APAStyleCENTRAL.apa.org>

IV. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

- A. Apply appropriate conflict resolution theories to various situations.
- B. Evaluate negotiation strategies.

- C. Analyze different styles of conflict.
- D. Evaluate personal and cultural issues that affect conflict resolution and negotiation.
- E. Integrate biblical principles within the field of leadership.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations/notes
- B. Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forum

Discussion boards are collaborative learning experiences. Therefore, the student is required to create a thread in response to the provided prompt for the forum. The thread must be at least 500 words and demonstrate course-related knowledge. The thread must include at least 2 scholarly sources other than the textbook/course material and must be cited in current APA format. In addition to the thread, the student is required to reply to 2 other classmates' threads. Each reply must be at least 200 words and contain at least 2 scholarly sources.

- D. ExpertNegotiator Analysis

The student will view tutorials and demonstrations for the ExpertNegotiator software used in this course. The student will write a 100-word self-analysis of what he/she wishes to accomplish in the course and how he/she plans to use the software to accomplish those goals. This analysis will be posted in the designated block in the software.

- E. Negotiation Simulations

The student will be paired with a classmate and a team throughout the term to participate in simulated negotiation exercises using ExpertNegotiator. The student will assume roles provided within the software; post planning and strategy discussions within pairs; contact the other pair in his/her team to negotiate the assigned issues; and post results and reflections within the software. The team simulations will be as follows:

- Negotiation 1 – Planning
- Negotiation 1 – Negotiation and Results
- Negotiation 2 – Planning
- Negotiation 2 – Negotiating
- Negotiation 2 – Self-Critique (including Peer Evaluations)

F. Ethics Paper

The student will write a paper of at least 800 words in current APA format that focuses on the ethics of common negotiation strategies, particularly those of deception and withholding information, using a biblical worldview. The paper must include at least 3 sources in addition to the Bible and/or textbook.

VI. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forum Thread	100
Discussion Board Forum Replies	60
ExpertNegotiator Analysis	40
Negotiation Simulations	
Negotiation 1 – Planning	100
Negotiation 1 – Negotiation and Results	150
Negotiation 2 – Planning	150
Negotiation 2 – Negotiating	150
Negotiation 2 – Self-Critique	75
Peer Evaluations	25
Ethics Paper	150
Total	1010

B. Scale

A = 900–1010 B = 800–899 C = 700–799 D = 600–699 F = 0–599

D. Disability Assistance

Students with a documented disability may contact Liberty University Online’s Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

BUSI 455

Textbooks: Lewicki et al., *Negotiation: Readings, Exercises, and Cases* (2015 Create ed.).
Sande & Johnson, *Resolving Everyday Conflict* (2015).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Sande: chs. 1–7 3 presentations	Course Requirements Checklist Class Introductions Register in ExpertNegotiator DB Forum Thread	10 0 0 100
2	Lewicki et al. (Create ed.): chs. 14, 16 1 presentation	DB Forum Replies ExpertNegotiator Analysis	60 40
3	Lewicki et al. (Create ed.): chs. 1, 2, 8, 10 1 presentation	Negotiation 1 – Planning	100
4	Lewicki et al. (Create ed.): chs. 3–5, 17 1 presentation	Negotiation 1 – Negotiation and Results	150
5	Lewicki et al. (Create ed.): chs. 11–13 Sande: chs. 8, Appendix 1 presentation	Ethics Paper	150
6	Negotiation Backgrounds 1 presentation	Negotiation 2 – Planning	150
7	Lewicki et al. (Create ed.): chs. 6, 7, 18 1 presentation	Negotiation 2 – Negotiating	150
8	Lewicki et al. (Create ed.): ch. 15 1 presentation	Negotiation 2 – Self-Critique Peer Evaluations	75 25
TOTAL			1010

DB = Discussion Board

NOTE: Each course module/week (except Module/Week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.