

Theories Of The Bargaining Process

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The rise of game theory has made bargaining one of the core issues in economic theory. Written at a theoretical and conceptual level, the book develops a framework for the analysis of bargaining processes. The framework focuses on the dynamic of the bargaining process, which is in contrast to much previous theoretical work on the subject, and most notably to the approaches stemming from game ...

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The process of collective bargaining is initiated by union leaders who represent employees or laborers. The process of collective bargaining involves multiple steps like negotiation, drafting, administration, discussion, and interpretation of the documents by employers and the employees along with union representatives, the final implementation of the report, which is agreed by both parties.

Collective Bargaining - Meaning, Types, Theories, Importance

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The personality theory in bargaining emphasizes that the type of personalities determine the bargaining process and its outcome. A popular behavioral theory deals with a distinction between hard-liners and soft-liners. Various research papers refer to hard-liners as warriors, while soft-liners are shopkeepers. It varies from region to region.

A tour de force of theoretical reasoning, this book presents the most advanced analytical model of the bargaining process so far conceived. Focused essentially on the dynamics of the bargaining process, Coddington's model employs elements of several conceptual constructs--individual decision-making, theories of expectations and their adjustment, and environment concepts--to explain the nature of consistency in a bargainer's system of expectations and intentions. The book begins with a description of the bargaining process in an economic context and establishes an analytical framework. There follows a critical survey of bargaining theory in which the author selects those concepts, which he finds most valid and most applicable to his decision-making/expectation/adjustment model. The internal consistency of a wide class of bargaining models is then examined in a chapter on the relationship between decision-making and expectations. Since the theory of games has been used as a basis for bargaining process theory, the author devotes a chapter to an examination of the game-theoretic approach and an assessment of its value relative to his own approach. The author concludes with a study of the specific capabilities of his own analytical model, with discussion of the possible combinations of assumptions with which the investigator may work. Although stemming from a problem in economic theory and of immediate intent to economists, the book's contribution to the general theory of conflict process and interdependent decision-making make it an important study for students of politics and international affairs as well as management and labor relations specialists.

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A tour de force of theoretical reasoning, this book presents the most advanced analytical model of the bargaining process so far conceived. Focused essentially on the dynamics of the bargaining process, Coddington's model employs elements of several conceptual constructs--individual decision-making, theories of expectations and their adjustment, and environment concepts--to explain the nature of consistency in a bargainer's system of expectations and intentions. The book begins with a description of the bargaining process in an economic context and establishes an analytical framework. There follows a critical survey of bargaining theory in which the author selects those concepts, which he finds most valid and most applicable to his decision-making/expectation/adjustment model. The internal consistency of a wide class of bargaining models is then examined in a chapter on the relationship between decision-making and expectations. Since the theory of games has been used as a basis for bargaining process theory, the author devotes a chapter to an examination of the game-theoretic approach and an assessment of its value relative to his own approach. The author concludes with a study of the specific capabilities of his own analytical model, with discussion of the possible combinations of assumptions with which the investigator may work. Although stemming from a problem in economic theory and of immediate intent to economists, the book's contribution to the general theory of conflict process and interdependent decision-making make it an important study for students of politics and international affairs as well as management and labor relations specialists. Alan Coddington received his Ph.D. from the University of York where the research for this book was conducted. He is lecturer in economics, Queen Mary College, London, and is co-author of *The Elementary Ideas of Game Theory*. G. L. S. Shackle (1903-1992) was Brunner Professor of Economic Science at the University of Liverpool and was widely known for a succession of major contributions to economic studies, including *Expectation in Economics*, *Economics for Pleasure*, *A Scheme of Economic Theory*, and *The Years of High Theory*.

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.

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