New Recruit

Role of Candidate

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This is a negotiation between a job recruiter and a job candidate. You will play the role of the Job Candidate. There are eight issues of concern in this negotiation:

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

Your goal, as the candidate, is to reach an agreement with the employer on all eight issues that is best for you. THE MORE POINTS YOU EARN, THE BETTER. You may determine what agreement is best for you by referring to the "Candidate Point Sheet" on the next page.

The eight issues are listed separately. There are five different alternatives for each of the issues. For example, the salary can range from $82,000 to $90,000. Please note the number of points you will receive for each type of agreement. As a negotiator, you may settle upon any of the five alternatives for each of the issues. Thus, there are a very large number of feasible settlements.

You should note that each issue has a different degree of importance to you, as indicated by the magnitude of the number of points you could gain or lose. You will have 30 minutes to reach agreement on all 8 issues. In order for any agreement to be binding, you need to reach an agreement with the employer on all eight issues.

Important Instructions: *Do not, at any time, tell the other person how many points you are getting. Also, do not let the other negotiator see your "Candidate Point Sheet." This information is strictly for you.*

Please become very familiar with your "Candidate Point Sheet." Feel free to make notes or write on it. The highest number of points you can obtain from this negotiation is plus 13,200 and the lowest number is minus 8,400. These point totals were calculated by adding up the highest number of points you could receive for each of the 8 issues and the lowest number. *(See below)*

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

Note: Do not let the other person see your payoff schedule

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CANDIDATE POINT SHEET

ISSUE	OPTIONS	POINTS
Bonus	10%	4000
	8%	3000
	6%	2000
	4%	1000
	2%	0
Job Assignment	Division A	0
	Division B	-600
	Division C	-1200
	Division D	-1800
	Division E	-2400
Vacation Time	25 days	1600
	20 days	1200
	15 days	800
	10 days	400
	5 days	0
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
Salary	$90,000	0
	$88,000	-1500
	$86,000	-3000
	$84,000	-4500
	$82,000	-6000
Location	San Francisco	1200
	Atlanta	900
	Chicago	600
	Boston	300
	New York	0

Note: Do not let the other person see your Point Sheet.