

SUBJECTIVE VALUE AND THE WILLINGNESS TO INTERACT IN FUTURE EMPLOYMENT CONTRACT NEGOTIATIONS FOR ROMANIAN IT EMPLOYEES

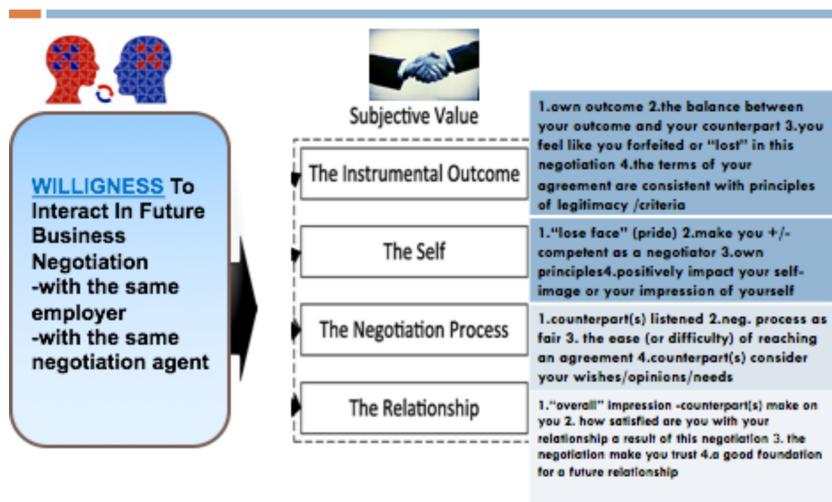
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Introduction

The present research investigates, through quantitative data collection, the influence on the willingness to interact in future negotiations and the four subjective value dimensions of the SVI- Subjective Value Inventory (Curhan et al., 2006, Curhan et al. 2010), also considering previous research (Thompson 1990, Oliver 1994).

The study of the socio-psychological factors resulting from a negotiation is one recent and important research topic in the negotiation field (Curhan et al., 2006; Efenbein et al., 2008; Curhan et al., 2010). Negotiation is an interpersonal process of decision-making in which people determine how to allocate resource and it involves the exchange of tangible goods and services, but it also involves subjective values, such as feelings of fairness, satisfaction with their economic outcome, self-esteem and good relationship with the underlying relationship, may be as important as the economic outcome to many real-world negotiators (Curhan et al., 2009, White et al., 2004).



The research question:

What are the subjective factors from the SVI(Subjective Value Inventory) specific for Romanian IT employees in the context of the willingness for future negotiations with the same employer or with the same negotiation agent?

Method

Participants and procedure

A total of 239 participants were involved in the research. They are IT employees.

Instruments

The participants were invited through IT intranet communication systems within companies or IT professional social media groups to fill in the questionnaires on subjective value inventory (adapted from Curhan et.al, 2006) addressing the question of whether they would negotiate again with the same counterpart. We preferred to include a Likert scale (a 7-point Likert scales, with 1 for total disagreement and 7 for total agreement). The previous studies measuring willingness to interact in future negotiation used a Yes/No item (Curhan 2010, If you had the option, would you like to negotiate again with the same person?; response options were Yes or No) or in 1994, in the study of Oliver Subjects were asked to indicate if they were willing to negotiate with the same partner again: yes, prefer this partner, no, prefer another with 1 Indifferent at midpoint(4).

Results

The negotiator's subjective opinion on the feelings about the negotiation process has the strongest positive correlation with the willingness to future interact in employment contract negotiations with the same person(negotiation agent) that is most strongly correlated with the feelings about the relation.

Positive feelings resulting from negotiation, not just positive outcomes, can evoke future economic success as people have economic concerns when negotiating as well as noneconomic, subjective ones. This study considers the subjective factors influencing employment contract related negotiations and willingness to negotiate again with the same employer and with the same negotiation agent. There are investigated the subjective factors influencing willingness to interact in future employment contract negotiations for 239 Romanian IT employees that were considering the latest employment contract negotiations.

This work is original as it investigates the willingness for a specific cultural area (Romania) and on a specific targeted population (IT employees). The originality of the study is derived from a previous qualitative research with items from past researches and items resulted from a qualitative research that investigated experts in the IT field in Romania.

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Thank You !