UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Negotiation

Academic Year 2025/2026

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Negotiation (11322)

5. Scientific Area

6. Curricular Year

3rd

7. Type of Curricular Unit / Semester

1st Semester

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8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutor JOÃO JOSÉ DA SILVA PISSARRA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

- Make known the basic elements and different tactics and strategies present in interpersonal, group, and organizational negotiation processes;
- Analyze, exemplify, and simulate a negotiation situation, seller-buyer, manager-employee, organization-organization;
- Demonstrate the relevance of individual characteristics and the cultural diversity of negotiators in the outcomes

15. Specific Objectives

Domain and differentiation of the key concepts of the disciplinary field;
- Characterization and distinction of the main negotiation strategies applied by the parties in negotiation contexts;
- Differentiate and characterize the main emotional and cognitive processes present in bilateral and multilateral negotiations;
- Apply conflict resolution and management strategies to organizational contexts

16. Skills to be acquired

Prepare a negotiation process;
-Make decisions in a context of interdependence;
-Select and apply strategies and tactics appropriate to business contexts;
-Exhibit appropriate behaviors for mediation and arbitration functions in professional contexts;
- Knowing how to communicate and argue in contexts of divergent points of view

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17. Teaching Methodology

The preferred pedagogical methods will be expository and interrogative. In the context of OT sessions, cases, practical exercises to simulate business situations and discussion of articles or texts related to specific points of the UC program will also be analysed.

18. Course Unit Program

1. Introduction
1.1 Definition of negotiation, mediation and arbitration
1.2 Main conceptual framework and historical evolution of the disciplinary field of negotiation
1.3 Notion of conflict, types of conflicts and their effects on individuals, groups and organizations
1.4 Management and dynamics of conflicts
2. Bilateral Negotiation - interpersonal
2.1 Structural Characteristics
2.2 Competitive strategies and tactics
2.3 Integration strategies and tactics
2.4 Evaluation and selection of alternatives
2.5 MAPAN - Best Alternative to a Negotiated Agreement
2.6 - Power
2.7 - Ethics in negotiation
3. Multiparty negotiation
3.1 - Formation of coalitions
3.2 Intragroup processes
3.3 Intergroup Processes
3.4 Effects of cultural diversity
4. Heuristics and Biases in Negotiation
5. Negotiation and Third Party Intervention
5.1 Mediation and Arbitration
5.2 Mediation and Arbitration in an organizational context
6.Online trading
7. Negotiation in organizations and challenges to management practices

19. Assessment Methods

he achievement of the subject will be done, observing the Knowledge Assessment Regulation in effect at Universidade Lusíada. There will be two written tests during the semester.

20. Didactic Resources

Computer, video-projector and network connection

21. Sustainability Objectives

The UC contributes to Sustainable Development Goals No. 4 (Quality Education) and No. 8 (Decent Work and Economic Growth), according to the official United Nations numbering grid, promoting in particular skills in negotiation, mediation and conflict resolution applied to organizational and intercultural contexts.

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22. Keywords

Negotiation
Conflict
competition
Cooperation
Mediation
Arbitration

23. Main Bibliography

Author(s):	Thompson, L.L.		
Title:	A razão e o coração do negociador		
Edition:	1a	Year:	2008
Local:	Lisboa		
Publisher:	Monitor		

Author(s):	Simões, E.		
Title:	Negociação ? Fundamentos, Competências e Prática		
Edition:		Year:	2023
Local:	Lisboa		
Publisher:	Edições Silabo		

Author(s):	Carvalho, J. M. C		
Title:	Negociação		
Edition:		Year:	2013
Local:	Lisboa		
Publisher:	Edições Silabo		

24. Complementary Bibliography

Author(s):	Jesuino, J.C		
Title:	A Negociação: Estratégias e tácticas		
Edition:		Year:	2003
Local:	Lisboa		
Publisher:	Texto		

Author(s):	Kahneman, D.		
Title:	Pensar, depressa e devagar		
Edition:		Year:	2011
Local:	Lisboa		
Publisher:	Circulo de Leitores		

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'NEGOCIAÇÃO': Academic Year 2025/2026
Autor / Author	Prof. Doutor JOÃO JOSÉ DA SILVA PISSARRA
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