UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Negotiation

Academic Year 2026/2027

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

-Critically examine the principal theoretical models of negotiation and their practical applications.
- 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;

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 management strategies within organizational settings.

16. Skills to be acquired

Prepare a negotiation process;
-Make decisions in a context of interdependence;
-Select and apply strategies and tactics appropriate to negotiation 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 Integrative strategies and tactics
2.4 Evaluation and selection of alternatives
2.5 BATNA- 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

Assessment shall be conducted in accordance with the current Supplementary Regulations for the Assessment of Knowledge and Competences. Continuous assessment shall obligatorily comprise oral assessment activities distributed throughout the semester and a final written assessment component.

20. Didactic Resources

Computer, video-projector and network connection

21. Sustainability Objectives

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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.

22. Keywords

Negotiation
Conflict
competition
Cooperation
Mediation
Arbitration

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23. Main Bibliography

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

Author(s): Simões, E.
Title: Negociação - Fundamentos, Competências e Prática
Edition: 1ª Year: 2023
Local: Lisboa
Publisher: Edições Silabo
ISBN Code:

Author(s): Carvalho, J. M. C
Title: Negociação
Edition: 4º Year: 2013
Local: Lisboa
Publisher: Edições Silabo
ISBN Code:

24. Complementary Bibliography

Author(s): Jesuino, J.C
Title: A Negociação: Estratégias e tácticas
Edition: 3ª Year: 2003
Local: Lisboa
Publisher: Texto
ISBN Code:

Author(s): Kahneman, D.
Title: Pensar, depressa e devagar
Edition: Year: 2012
Local: Lisboa
Publisher: Circulo de Leitores
ISBN Code:

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Autor / Author	Prof. Doutor JOÃO JOSÉ DA SILVA PISSARRA
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Descritores / Descriptors	-
Colaborador(es) / Colaborator(s	-
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