

# Collective bargaining behavior - two bargaining approaches

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Collective Bargaining Behavior- Two bargaining Approaches There are two types of bargaining. The first type is referred to as traditional bargaining. The second type is known as interest-based bargaining. In the traditional bargaining type, every party in the negotiation is determined to either maximize their gains and or minimize their losses. In this bargaining type, there is usually much confrontation as each and every party struggles hard to optimize his gains. However, since not everybody can win, it is logical that one party must agree to compromise in order to finalize the process. Therefore, the traditional bargaining is usually a win/lose situation. The resources involved in this negotiation are usually limited since mostly two dissimilar things are presented for exchange. However, this mode of bargaining is believed to be fast and efficient.

Comparing this to interest based bargaining, this mode of bargaining involves the exchange of things based on interest and the value of the exchange. However, the terms of negotiation are meant to fulfill the interest of both parties. The answer to the ' why question' reveals the interest of the party. In such bargaining, there is usually a facilitator who ensures that both of the parties arrive at a win/win situation. The values of the items in negotiation may be altered to bring about equality. As opposed to traditional bargaining, this one is rather time consuming and costly. The success of such a bargaining process is usually based on prolonged relationship and mostly the trust both parties have for each other.

Work cited

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