



NEGOTIATION SKILLS DURING INTERVIEW

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ABSTRACT

Negotiation sounds somehow with the day to day general meaning of bargaining, but it means according to Oxford dictionary [negotiate v. (-ting) 1 (usu. foll. by with) confer in order to reach an agreement. 2 arrange (an affair) or bring about (a result) by negotiating. 3 find a way over, through, etc. (an obstacle, difficulty, etc.)] Negotiation skill became essential in interview, to get-on in interviews, one should be well- versed with the skill. Many students try to meet the requirements of employee, even then they possess all required skills they lack in presenting negotiation skill. Most of the learning (studies) focused with bookish and not into practical. Few graduate level studies supplemented with mock practices. Negotiation skill assists to get through the interview and to secure employment. It is the process/skill to get mutual benefit. If the purpose is served well, it helps one to be good employee in the organization.

KEYWORDS: Negotiation, Interview, Mutual benefit, Communication policy, execute, bargain, benefits, healthy, compromise, manner, benefited, benefit, shifts, incentives

INTRODUCTION

Negotiation skill which is most useful skill. It is also applicable in all modes of life. Concerned with interviews it is one of the skill which one should know, to get placed in the organization. Apart from that one has to be well aware of how to execute the skill (during the conversation of interview) .Candidate will be posed with questions, to handle them one must be good in negotiation skills. Negotiation doesn't sound /Limit ourselves to bargain but supports for mutual benefits (healthy bargaining).

The major drawback during the time of interview is to have ego/self-esteem, which never allows going down (compromise). But provided one tries to execute negotiation skills in skilled manner, one need not to get down his ego/self-esteem. Negotiation skill is useful when one tries to act in

such away where both parties (individual/groups) get mutually benefited, this skill undergoes with one of communication skill i.e. the policy of win-win, if one fails to use this strategy of win-win they will be nowhere in the field of interview and getting placement.

How to be well-versed in negotiation skills.

Negotiation skill is essential during interviews, the process of interview undergoes with several rounds, after all when it reaches to HR round, most of us fails to execute this skill, to be well- versed, one should go with the communication skill policy of Win-win (communication polices win-win , win-lose, lose-win, lose-lose) where both get mutual understanding/benefit for such one has to put his legs in other's shoe.

In the four communication polices

- I. Win-win Mutual benefited
- II. Win-lose one gets benefited
- III. Lose-win one gets benefited
- IV. Lose-lose Mutual in loss (Nowhere)

Negotiation skill gives priority on win-win policy , where mutually benefits attained, during interview most of the heads(interviewer/ interview panel) wish to have optimistic response (yes boss)from the candidates, nothing wrong in their way of approach, but as a candidate has got commitments ,requirements and to get those all candidate should Negotiate (Bargain). So that interviewer is get convinced and feels the requirement to hire you. In this case only win-win policy will work out, where none of these two's need to get down their egos/self-esteem. Optimistic approach will be developed only with negotiation skills.

During interview (HR round questions concerned with shifts of work, relocation, incentives, salaries, addition assignments, future commitments, in-service growth etc.) in all these cases where one makes a middle path that mutually benefited/ accepted for both, for such one has to be more logical ,statistical and SMART(specific, measurable, achievable, realistic, time bond) way of handling things.

Due course of negotiating skill one must have sound knowledge of supporting factors

- I. Goal setting
- II. Decision making
- III. Problem solving skill

If one sets a goal of getting a job in a interview, should make a decision and work-out on the problems then only one can go on with implementation of negotiation skill.

RESULTS

We can conclude that negotiation skills are essential to meet the requirement of interviewer during interview, one should make best use of win –win policy to get mutual benefits, it will get down the rate of candidates failing in HR rounds though they are positive in technical rounds.

REFERENCES

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