I. Problem Description

I think that my future opportunity for negotiation will be in salary negotiation with Saudi Arabia Concel Investment Authority (SACIA) or Saudi’s Banks. I will be in this negotiation after earning my MBA. Salary negotiation is an important issue in the recruitment process. Salary negotiation is about how to best communicate your qualifications, value, benefits, and performance to employers in exchange for status, position, money, and extra perks. Salary is the amount the market will support for your services. Most organizations, both large and small, establish salary ranges for every position based on standards and general practices for the field.

II. Preparation.

Preparation is the key to successful negotiation. Before discussing your salary negotiation, most importantly you need to be confident and prepared. Being confident will always help you get your way on anything most especially when you are about to ask for a salary increase. Confidence is a really key. However you also need to know your stuff to back it up. Being prepared means you need to have proof of why you deserve to get a raise. It should be all printed out and organized in a folder so that they would be speechless. If you are confident and prepared, there is no doubt about it that you will get that salary increase you are asking for.
The interest is important factor in any negotiation. Really, I have high interest of working in SACIA or Saudi’s banks. Showing that interesting will help me to get high position and salary. On the other hand, I understand what SACIA interested in. I will take competitive advantage of this information. My target point will be $120,000 and my reservation point will be $100,000. Also, I will look for full health care, one month vacation a year, three months payment for housing a year and nice office.

Before I start my negotiation, prepare a negotiation plan covering the following points:

A. **Self-assessment**

- Know My Market Value
- Know What I Want
- Know what I can do to improve the organization.
- Know the Job as well as.
- BATNA.

B. **Assessment of the other parties**

- Who are the other party?
- Counterparties’ interests and position.
- The average of employee’s salary.
- Building good relationship with organization before I went to the interview (in Saudi Arabia is very important factor to win – win negotiation).

C. **Assessment of the situation.**

- Where do the negotiation take place
- Time of negotiation
- Economic situation

**III. Strategy**

- Understand my market value. (120,000 - 100,000)
- Understand my priorities (High position, good salary)
- Know when to walk away (if the position and salary low)
- Using emotion
- Good communication
- Focus on Interests, Not Positions
- I will be hard on the problem, soft on the people.
- Education, experience and skills
- Listening and speaking clearly (say what you mean and mean what you say)
- Showing my evidence and ability
- Creating Trust and building a relationship.

**IV. Power, Persuasion and Trust.**

**A. Power**

- BATNA
- keeping my options open.
- Ability to obtain benefits from an agreement.
- Assessment the organization BATNA.
- My experience, education, skills, and evidence.
- Relationships.
B. Persuasion

I will use central route to persuasion. The central route is ideal when dealing with analytical people who focus on information, facts, and data. In Saudi Arabia, you can persuade the others if you have a good information, facts, education and experience.

C. Trust

Establishing trust and building relationships are essential for effective negotiation. There are three types of trust in relationships. They are deterrence-based trust, knowledge-based trust, and identification-based trust. I will use knowledge-based trust. It occurs when a person has enough information about others to understand them and accurately predict their behavior.