

# Does Goal-Setting Training and Self-Management Training Increase Self-Efficacy in Negotiation Even in the Presence of a Negotiation Stereotype Threat

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## Methods

The present study will determine whether goal setting training and self-management training increases negotiation self-efficacy. We also want to examine the effect that negotiation stereotypes have on self-efficacy and salary goals.

## Participants

Participants will be from undergraduate and graduate students aspiring to obtain more information on salary negotiation.

## Research Design

### Independent Variables:

- Training (Goal Setting, Self-Management, Control Group)
- Stereotype threat manipulation (Stereotype vs. No Stereotype)

### Dependent Variables:

- Pre- and post-training self-efficacy differences,
- Initial salary goals
- Size of the participant's counteroffer.

## Procedure

1. Participants will be asked if they have ever haggled.
2. Then there will be questions about their negotiating attitude.
3. They will also be given questions to measure their negotiation self-efficacy.
4. Participants will be randomly assigned to either encounter a negotiation stereotype or not.
5. After this manipulation, the participants will be randomly assigned to one of two negotiation scenarios.
6. The individual will then be asked their expected offer.
7. Next the participants will be given a salary offer from the company.
  - a. Accept
  - b. Decline
  - c. Negotiate.
8. The participants will then be randomly assigned to one of three conditions: control (no training), goal setting training, or self-management training.
9. They will be asked their attitude about negotiation.
10. They will be questions on negotiation self-efficacy.
11. The participants will then encounter the other salary negotiation like before.
12. If in the control group, they will be randomly assigned to one of the initial trainings.
13. Finally, the participant will answer the Mach IV, NPI, Big 5 Personality items, and demographic questions.

## Hypotheses

**Hypothesis 1:** Women are going to have lower initial salary goals than men.

**Hypothesis 2:** Participants in the self-management training with the stereotype threat will have a higher self-efficacy post-training than those in the goal setting training.

**Hypothesis 3:** Participants in the stereotype threat condition will have lower self-efficacy ratings.

**Hypothesis 4:** Training groups with the stereotype will not have as high of post-training salary goals.

**Hypothesis 5:** Training will have a positive impact on self-efficacy ratings.

# A Research Proposal: Can Training Increase Negotiation Outcomes Even in the Presence of Stereotypes?



## Measures of Hypotheses

1. **Hypothesis 1:** Evaluate the initial salary goals of men and women.
2. **Hypothesis 2:** Evaluate post-training self-efficacy of participants in the stereotype threat group between all the trainings.
3. **Hypothesis 3:** evaluate post-training self-efficacy ratings between all training conditions.
4. **Hypothesis 4:** Evaluate post-training salary goals between the stereotype and no stereotype groups
5. **Hypothesis 5:** Evaluate self-efficacy ratings for pre- and post-training differences.

## Negotiation Qualtrics Example

Social Media Specialist

**Responsibilities:** Social Media Specialists oversee the company's social media presence, work with other departments to keep social media apprised of different aspects of the company including working with the marketing department to maintain various social media platforms.

**Entry Requirements:** Must have a Bachelor's degree from an accredited university, as well as a proficient knowledge of social media software such as Snapchat, Facebook, and LinkedIn.

You are a recent college graduate searching for a job. After some job hunting, you have applied for a job as a "Social Media Specialist" in a local business. The company prides themselves on giving all individuals a fair starting salary. The salary range for a Social Media Specialist is from \$23,000 to \$54,000.

Initial Offer of \$30,000

Accept the Offer

Walk Away

Negotiate

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## Proposed Analysis

We will use a one-way MANOVA to find the differences between one independent variable and the two different dependent variables. A two-independent samples t-test will be used to see if the two independent variables (Stereotype threat and training type) are statistically different from each other.