

SALARY NEGOTIATION



(Confidential) Inside Stories on How Companies Set Pay Rates

How do you negotiate the best deal for you with a company that has a history of being stingy with compensation? And how can you make sure your employer doesn't feel like they're being taken advantage of? These tips from experts will help you get the most out of your negotiations.

First, it's important to understand what you're asking for. If you're asking for a raise, make sure you know exactly what you want. This means doing some research to find out what similar positions at other companies are paying. You can also look at job boards or websites that specialize in salary information. Once you have a clear idea of what you're asking for, it's time to start negotiating.

When you're negotiating, it's important to be persistent. Don't be afraid to say no if you don't get what you want. It's also important to be firm but friendly. Remember, you're trying to get a good deal, not just a raise.

The most effective way to start negotiations is to keep your tone neutral and professional. Don't let your emotions get the best of you. If you're feeling angry or upset, take a deep breath and try to stay calm. It's also important to be clear and concise when you're speaking. Make sure your words are understood and that your message is clear. If you're having trouble communicating, consider using a translator or a friend who speaks both languages.

Finally, remember that negotiations are a two-way street. Be open to compromise and willing to give up something in return for what you want. It's important to be flexible and patient, as negotiations can take time. By following these tips, you'll be well on your way to getting the best deal possible.

If you're still having trouble negotiating, consider seeking out a professional negotiator or a mentor who can help you refine your skills. With practice and persistence, you'll be able to negotiate effectively and successfully.

Salary Negotiation Lewicki Instructors Guide To Exercises

Fiona McQuarrie

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Subject Guide to Books in Print,1991 *Crossing Borders: Refereed papers* Association of Industrial Relations Academics of Australia and New Zealand.

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