

DEFINISI NEGOSIASI

- Negosiasi adalah komunikasi dua pihak atau lebih yang bertujuan mencapai kesepakatan untuk kepentingan bersama
- Negosiasi melibatkan diskusi, kompromi agar tercipta kesepakatan
- Dalam hubungan industrial, negosiasi adalah proses kerjasama menyelesaikan perbedaan antara pekerja dan pengusaha

KONDISI DILAKUKANNYA NEGOSIASI

- Ada konflik → kepentingan yang sama
- Ada saling ketergantungan (Interdependensi)
- Pihak yang bernegosiasi memiliki kemampuan dan kewenangan untuk mengambil keputusan
- Negosiasi merupakan seni membujuk dan berkompromi atas perbedaan
- Memiliki keluwesan untuk hal yang dapat dinegosiasikan misal upah, fasilitas, waktu, kondisi, kinerja atau aturan
- Memiliki penyelesaian terbaik → kepentingan bersama.

Negosiasi menggunakan keterampilan komunikasi efektif, yaitu :

- ✓ Mendengar
- ✓ Bicara
- ✓ Membaca
- ✓ Menulis

SIKAP PENTING DALAM NEGOSIASI

- Memulai negosiasi, dilandasi dengan NIAT BAIK
- Memiliki sikap positif terhadap konflik bahwa konflik ada dalam setiap hubungan
- Menyadari bahwa dalam memecahkan konflik perlu keterampilan yang dapat dipelajari, bukan dimiliki sejak lahir.
- Menyadari bahwa dalam bernegosiasi kedua pihak harus saling menghargai, menghormati, memiliki etika dan saling mengontrol diri.

TAHAP TAHAP NEGOSIASI

1. TAHAP PERSIAPAN
2. TAHAP BERLANGSUNGNYA NEGOSIASI / PROSES NEGOSIASI
3. TAHAP SETELAH NEGOSIASI

1. TAHAP PERSIAPAN

Definisi Negosiasi

Clemens Wendtner



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