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CASE – ROLE PLAY

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Negotiating Job Offer

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Synopsis

The case describes the dilemmas faced in general during job negotiations particularly when several issues other than salary like work model, role, notice period and the like are to be negotiated. It presents the perspectives of both the Human Resource (HR) manager and the prospective employee, which makes the case both interesting and challenging.

The candidate Prashant was approached by Isha, a member of the HR team of SamKam. Isha noticed his profile on LinkedIn and encouraged him to apply to SamKam. Once the candidate expressed his formal interest, the hiring process was initiated comprising of several rounds of interviews. The candidate not only successfully qualified in each round but also came strongly recommended by the panelists. However, various terms of the offer needed to be worked out with the candidate before he could be made the offer. While the company has its own preferences for various terms of employment, the candidate may have his own preferences. The question for the candidate is to keep the terms of salary, notice period, mode of work, and team in the larger context of his career aspirations whereas for the HR manager it is about hiring the

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right fit that would benefit the organization and making an offer that is attractive without disturbing the equilibrium within the organization.

The case tries to make an attempt to highlight that “negotiating a job offer” and “negotiating a salary” are not synonymous.

CASE MATERIALS

- 1) Confidential Role Information for the Candidate
- 2) Confidential Role Information for the Recruiter

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- 1) *Teaching Note*: Product Number- CHIRP-25232-TN