

Entrepreneurship Curricula

Job Negotiation

A three-party, email-based, employment offer negotiation

ETHICAL SCENARIO:

Jordan Webb, a current masters student, negotiates via email (simultaneously) with two tech firms who are potential employers. Both firms have offered to create a new position for Jordan, as the Director of Community Engagement, to manage public-private partnerships. Jordan's interests are wide-ranging, including the work itself, salary & benefits, start date & vacation time, location, degree of travel, and flexibility in working from home because of family concerns. Avery Adams represents Computech, Jordan's former employer. Baylor Bell represents Innoventrix, another potential employer. Avery Adams does not know Jordan has another job offer (unless Jordan decides to reveal this information). Baylor Bell knows that Jordan has an offer from Computech, but does not know that Jordan is still negotiating the terms of the offer (unless Jordan decides to reveal this information).

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Unethical scenario #1

The case was same for Tin Men, the movie. In the movie, two salesmen, working for an aluminum siding company, are in the front garden of a house and they try to take some photographs of the house. Because they want to meet someone from the house, they speak with each other very loudly and so, the lady in the house comes to the garden and asks what they are doing. The salesmen lies: “We are from Life Magazine and we try to take your house photographs to use in a presentation about aluminum siding this week, in Life magazine.” Because Life Magazine is important for her, the lady wondered what they want to do with her house photo. Salesmen say that the photo will be a before picture in life magazine! As the salesmen hope, a before picture is unacceptable for the lady. So, they make the lady to buy aluminum siding for the house through unethical behaviors at the end of their negotiations. (Of course they have no relationship with Life Magazine). They sell a lot using these unethical tactics and at the end they lose their licences for selling. They lose the only instrument to do what they are doing best, their jobs.

Unethical behaviors can be perceived as available all the time or practical to use. But they require risks, not to be taken for rational people or firms.

Unethical scenario #2

There is a good example in our country about truth telling, at first sight it seems not related with medicine ethics but its consequences is very much related: Cahit Aral (A Former Trade Minister) was at charge of Trade Ministry during the Chernobyl Disaster in 1986. When people in Türkiye started to talk about radiation effects on Black Sea Region’s agricultural products (Tea Especially), Trade Ministry became afraid of lower agricultural trade income and to avoid the ‘gossips’ about effected products Cahit Aral drank a glass of tea during a press conference and said “Nothing happens to us.” After a few years there was an enormous rise in the number of birth defects and cancer patients in Black Sea Region. If he didn’t withhold the truth and warned people about possible effects of radiation, maybe such things wouldn’t happen and people wouldn’t have suffered.