

37 Sandra Montenegro and Mckenzie Preston. Socio-Economic Background and Negotiation Outcomes

Submission 37

Title: Socio-Economic Background and Negotiation Outcomes

Track: Student Poster and Presentation Section

Author keywords:

Negotiation

Salary

Background

Socio-economic

Abstract: Inequality is prevalent not only due to disparities in material resources but also due to other cultural and psychological forces. The need for the present study is to advance the understanding on how social background affects salary negotiation decisions. Preliminary data from pilot studies were collected via self-report surveys. Preliminary results found indicators for a significant positive relationship between objective socio-economic background and salary negotiation outcomes. Next steps include further data collection to examine how the presentation of salary offers (i.e., minimum salary, maximum salary, salary range, average salary) affects the negotiation decisions of people from different socio-economic background.