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1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?

We investigate the impact of different digital communication mediums (chat versus video) on negotiation outcomes and experiences. We predict that individuals will obtain better outcomes when negotiating on distributive issues via chat (versus video), but worse when negotiating on integrative and compatible issues. We also predict that individuals will be more satisfied with negotiation outcomes after negotiating via video (versus chat).

Participants will complete a negotiation exercise in class with a randomly assigned partner. They will complete the New Recruit exercise, which requires pairs to negotiate the job offer details of a new employee. The exercise has eight different issues that each pair must agree on: salary, starting date, bonus, moving expense, vacation, insurance, job assignment, and location. Each pair will be randomly assigned to one of the following two conditions: chat or video. Those in the chat condition [video condition] will be asked to negotiate exclusively via Zoom's chat messaging function [Zoom's video call function]. Participants will also complete a short survey after the negotiation exercise.

3) Describe the key dependent variable(s) specifying how they will be measured.

- Team-level, total points earned (i.e. sum of recruiter's points and candidate's points)
- Individual-level, total points earned (i.e. sum of all points)
- Individual-level, total points for integrative issues (i.e., sum of points for bonus, moving expense, vacation, and insurance)
- Individual-level, total points earned for distributive issues (i.e., sum of points for salary and starting date)
- Individual-level, total points earned for compatible issues (i.e., sum of points for job assignment and location)
- Individual-level, satisfaction with outcome: how satisfied are you with the negotiation outcome?
- Individual-level, satisfaction with negotiation process: how satisfied are you with the way the negotiation went?
- Individual-level, enjoyment: How much did you enjoy the negotiation process with your partner?

4) How many and which conditions will participants be assigned to?

The study is a 2 (medium: chat, video) x 2 (role: recruiter, recruit) between-subjects design. Within each pair, participants will be randomly assigned to one of two roles (recruiter, recruit); each pair will be assigned to one of two mediums (chat, video).

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

We will conduct a t-test to examine the impact of medium type on the "team-level, total points earned" measure. We will conduct 7 linear mixed model analyses, using team ID as the subject variable, medium type as the independent variable, role as a covariate, for each of the remaining individual-level DVs: total points earned, total points for integrative issues, total points earned for distributive issues, total points earned for compatible issues, satisfaction with the negotiation outcome, satisfaction with the negotiation process, and enjoyment. We will also conduct the same set of analyses controlling for how well they knew their partner they engaged in the negotiation exercise and/or demographic factors.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

We will not exclude any observations.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

We will target 66 pairs but this number may vary depending on class attendance on the day of the exercise.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

We will also include a series of trait measures that participants will fill out after completing the negotiation exercise: BFI – 10, beliefs in reciprocity, tech savviness, tech identity, social value orientation, self-consciousness scale, dark triad, and demographics. Other items we'll include in the post-negotiation survey are listed below. We are measuring these items for exploratory measures; as such, we do not have any specific hypotheses regarding these measures. We may also analyze participants' conversations to detect any interesting patterns in terms of communication and interaction styles.

- What was your overall impression of your partner? (1=very negative; 7=very positive)
- How much did you like your partner? (1=not at all; 7=very much)
- How did you feel at the start of the negotiation? (1=very uncomfortable; 7=very comfortable)
- How much would you want to negotiate again with your partner? (1=not at all; 7=very much)
- What was your negotiation strategy? (1=very competitive; 7=very cooperative)



- How open were you with your partner about your true underlying interests in the negotiation? (1=not at all open; 7=very open)
- How open do you think your partner was being about his/her true underlying interests in the negotiation? (1=not at all open; 7=very open)
- What do you think your partner's negotiation strategy was? (1=very competitive; 7=very cooperative)
- To what extent did you feel as though you could read your partner's thoughts and emotions? (1=not at all; 7=very well)
- How well did you know your partner before this negotiation exercise? (1=I had never met him/her; 7=We were already close friends)