Salary Negotiation

Name of student

Professor’s name

Course title

Date

While “What kind of salary are you looking for from this position?” may seem like a straightforward question, finding the correct answer can be a rather complex process. I have learned that familiarizing oneself with the salary trends in the industry one is looking for a job in is crucial. It is important to research the compensation range for one’s field as well as the going rate for the position on is being offered depending on their experience level. I would state a salary range that fits with the research and my experience. However, I wouldn’t just state the expected salary; I would build a case for why I deserve that salary. This means outlining my strengths and highlighting all the skills the company would benefit from if they hired someone of my experience level.

I would maintain honesty throughout the process by not stretching the truth, such as inventing competing offers. Moreover, the offer would take all the perks and benefits offered by the company, including flexible hours, additional vacation days, and opportunities to work from home (Wesner & Smith, 2019). I would determine which perks were valuable and made the offer more attractive to me in determining an acceptable salary. I have learned that while most hiring managers are not averse to negotiating salaries, it can be very frustrating when potential employees drag on negotiations (Negulescu, 2018). Therefore, I would rest my case as soon as the hiring manager, and I landed on a salary that suits us both.

A hiring manager asked me this question, and I was not prepared for the question as I had not been prepared to answer it. Finding the correct answer was quite difficult as I had not done any research. The hiring manager quoted me a figure, and it seemed like a fair salary to me, and so I accepted it without doing any research about the expected salary in the industry and the position I had applied for. Although I got the job, I was underpaid for the one, and a half years I worked at the company. This experience taught me to always go into salary negotiations with as much information as possible.

References

Wesner, B. S., & Smith, A. B. (2019). Salary negotiation: A role-play exercise to prepare for salary negotiation. Management Teaching Review, 4(1), 14-26.

Negulescu, O. H. (2018). Employees’ value reflected in the income from salary negotiation strategy. Review of General Management, 27(1), 119-129.