

**An investigation of  
the perceptions, expectations, and behaviors of  
library employers on job negotiations as  
both employers and as job seekers**



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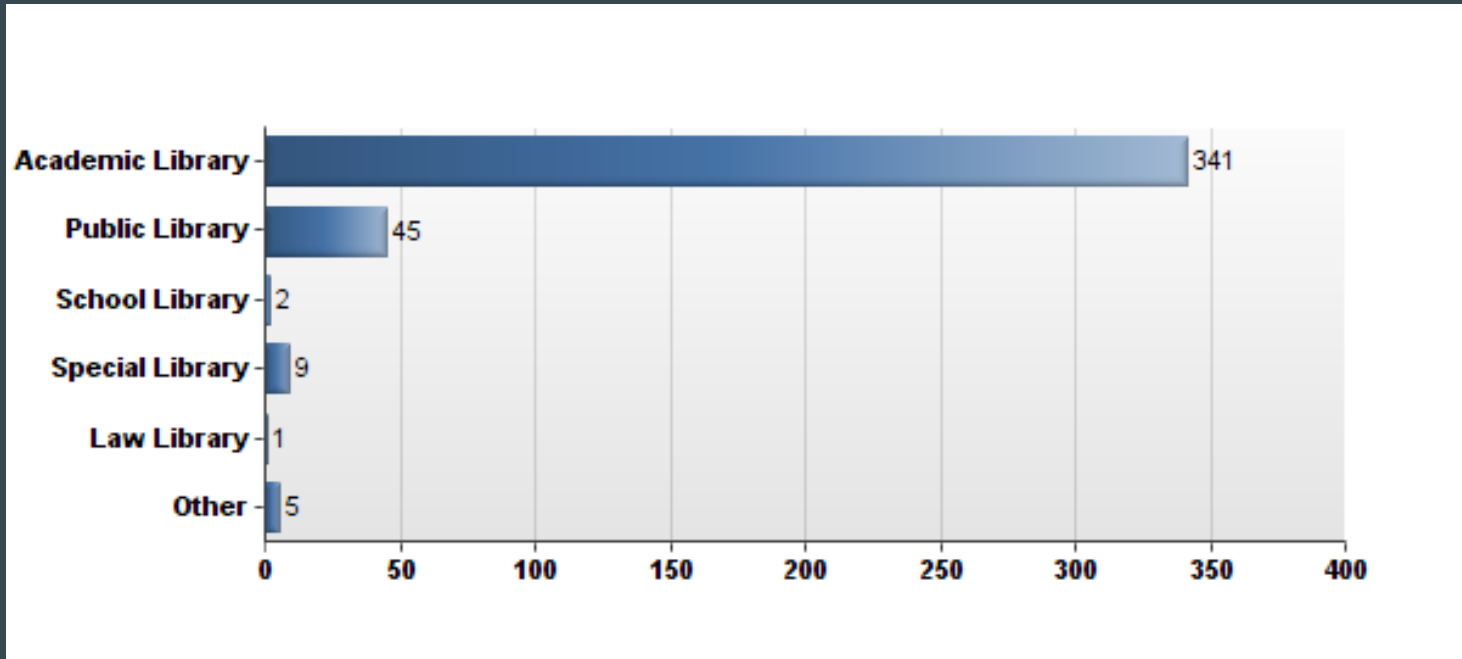
# Why this study?

- What is Negotiation
- Benefits of Negotiation
- Gaps in Research
- Facilitate evidence based decision making
- 2 Perspectives
  - Job applicants
  - Employers

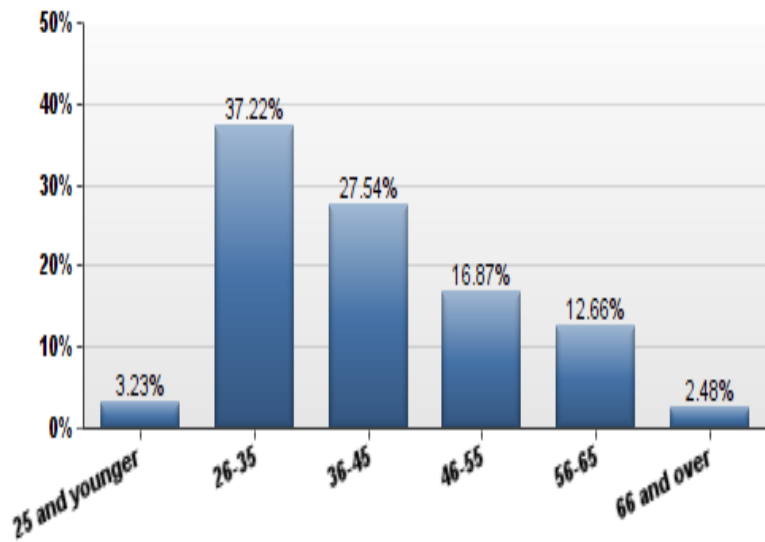
# Methods

- Research Objectives
  1. How **respondents on the employer side** of job negotiations perceive, and behave in job negotiations with job seekers
  2. How do respondents with the experience of being on the employer side of job negotiations behave and perceive their own job negotiations
- Survey Design
- Participants

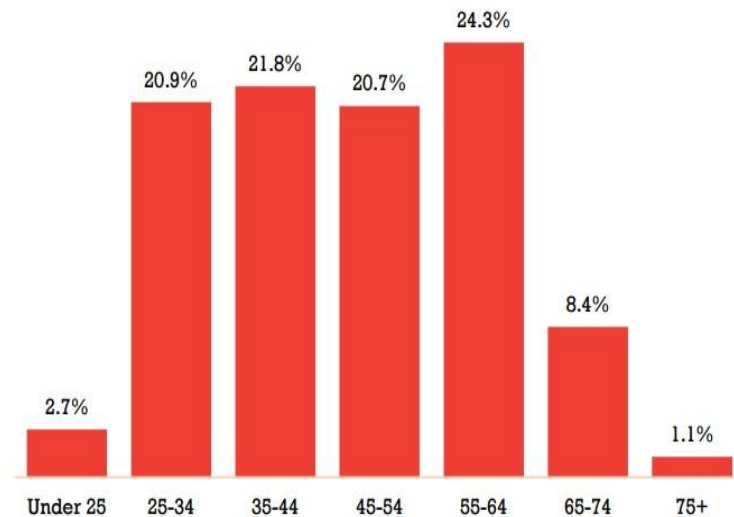
# Demographic Data



# Age

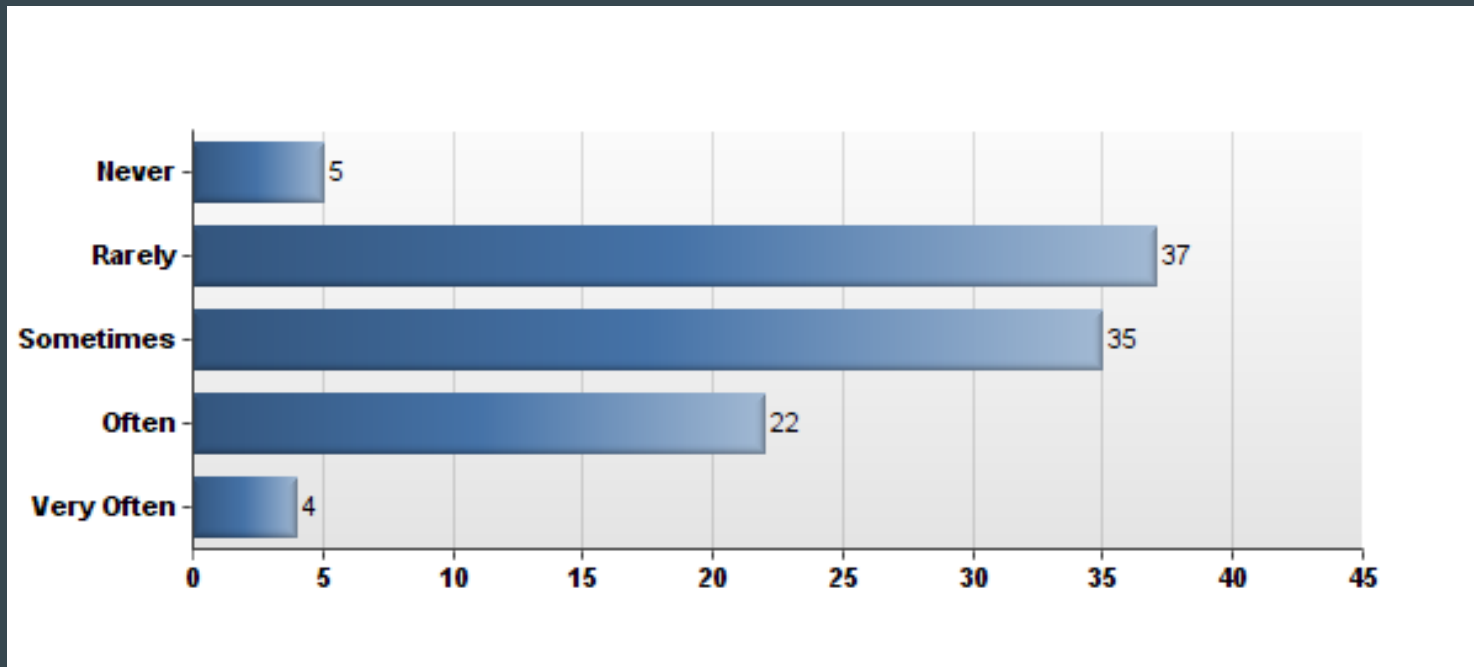


## ALA Membership Age Breakdown



# Data and Results

# How often do job candidates negotiate salary at your library?



# Do employers withdraw job offers?

71 % of employers have never withdrawn a job offer

Common reasons include:

candidate demanding unrealistic or unreasonable salary that the employer could not offer

issues arose during background check

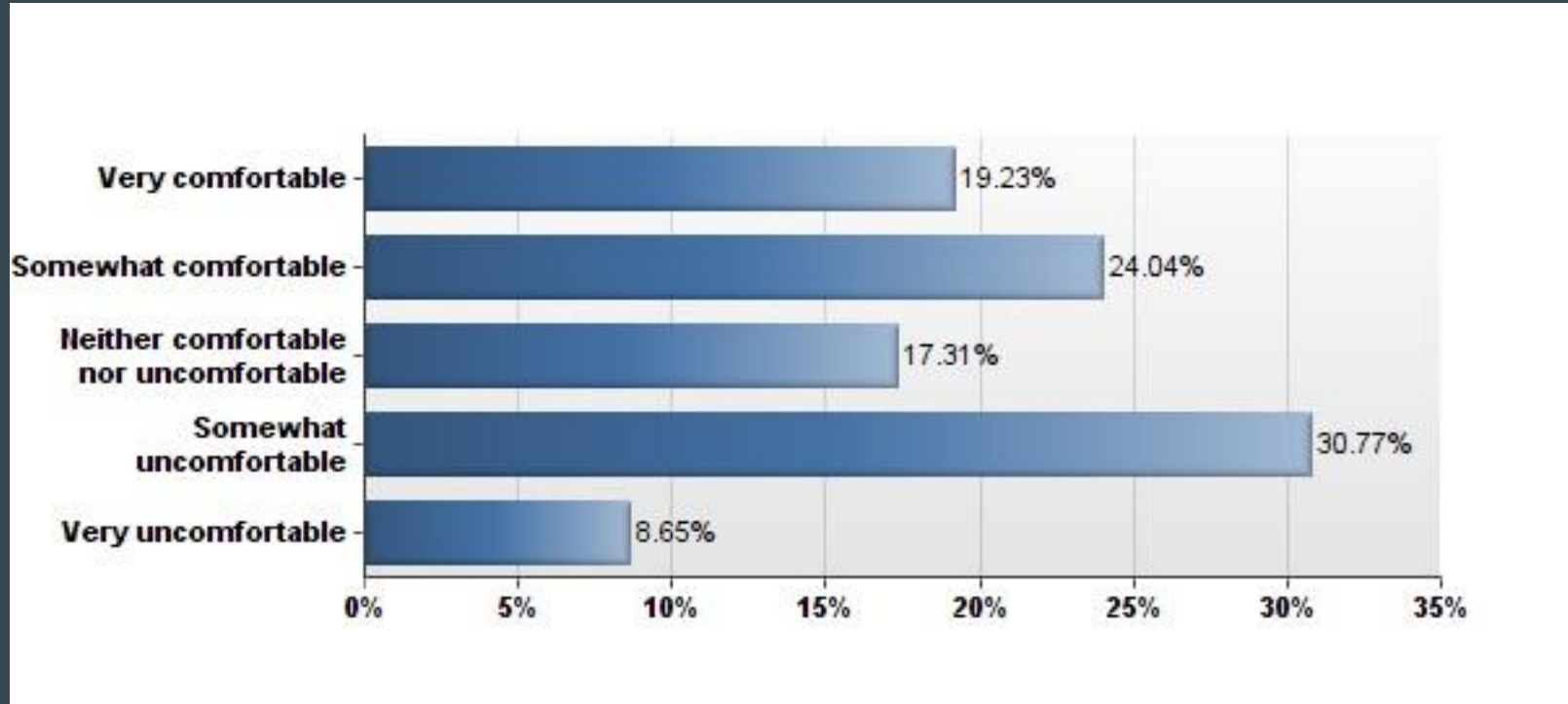
candidates did not accept one or more elements of the offer

suspicious that the candidate was delaying negotiation to wait for  
\_\_\_\_\_ another offer

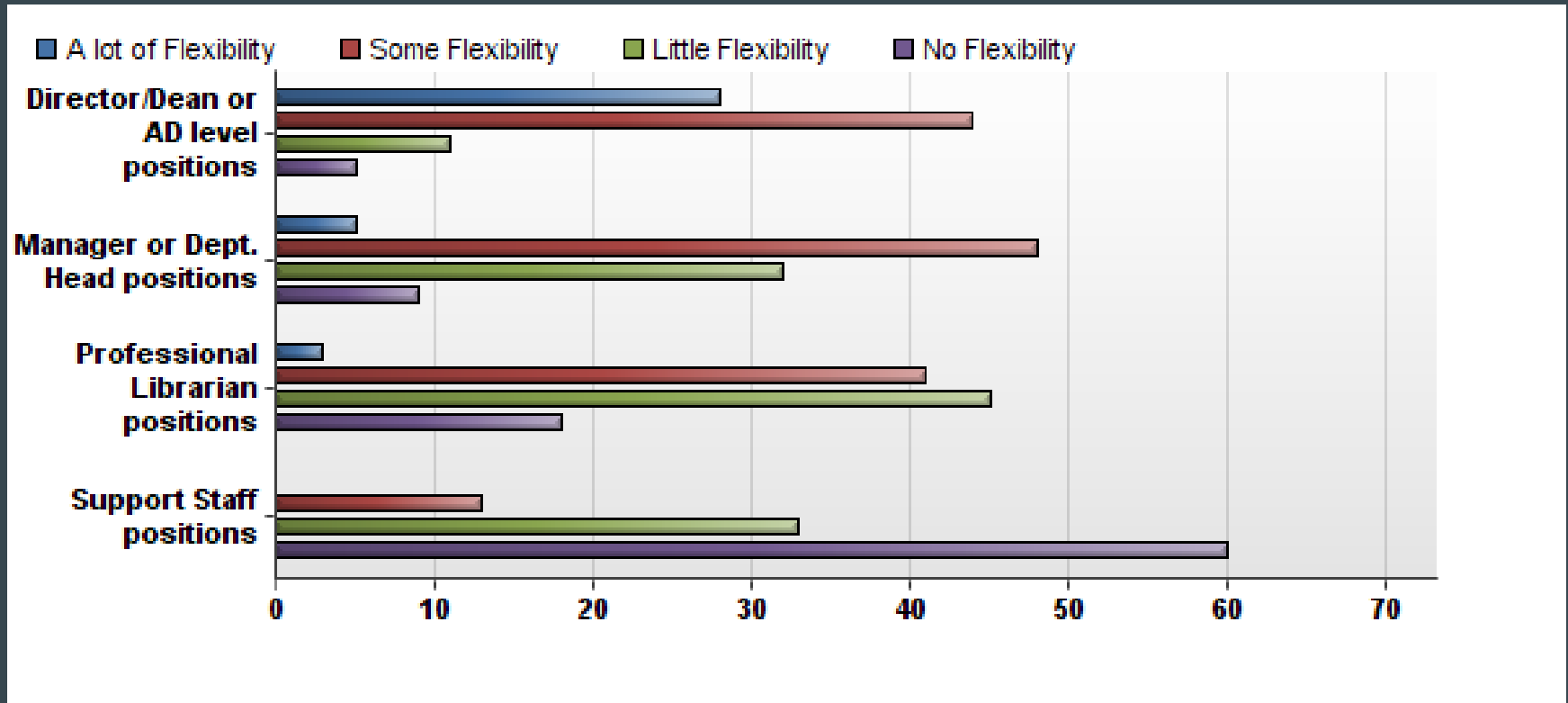


**Job seekers who have handled job offer negotiations as employers**

# How would you rate your level of comfort with the negotiation process?



# How much flexibility there is for salary



## As employers:

32.73% believed that there is “a lot of flexibility” for negotiating  
For dean/director or assistant dean/director level positions

## As job seekers:

Only 11.36% believed that there is “a lot of flexibility” for negotiating for the dean/director or assistant dean/director level positions

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# Summary of Results

- 71% of the hiring managers who replied to this survey expect applicants to negotiate and only 29% did not expect applicants to negotiate.
- The majority of hiring managers (71%) have never withdrawn a job offer, and 13% have only done so once.
- When asked how often applicants negotiated salary, 36% choose “rarely” and 34% chose “sometimes”.
- The ratio of responding hiring managers who have negotiated at any stage in their career was very similar to the percentage who expected applicants to negotiate, 73% of hiring managers have negotiated a job offer before, and 71% expect applicants to negotiate.

# Conclusions

- Future Directions
  - Expanding Scope
  - Longitudinal Study
- Wrap Up
  - 1<sup>st</sup> study to look at employer perspectives
  - Evidence based decisions
- Paper from applicants' perspectives

Lo, L. S., & Reed, J. B. (2016). "You're Hired! – An Analysis of the Perceptions and Behaviors of Library Job Candidates on Job Offer Negotiations. *The Southeastern Librarian*, 64(2), 2–13

# Thank You

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