

Leadership Excellence and Gender in Organizations

Transparency increases negotiation rates for men and women alike


Tamara Montag-Smit
tamontag@bsu.edu

Ursula Sanborn-Overby

Chelsey Skipton

Olyvia Kuchta

Follow this and additional works at: <https://docs.lib.purdue.edu/cgg>

 Part of the [Communication Commons](#), [Human Resources Management Commons](#), [Organizational Behavior and Theory Commons](#), [Political Science Commons](#), [Psychology Commons](#), and the [Sociology Commons](#)

Recommended Citation

Montag-Smit, Tamara; Sanborn-Overby, Ursula; Skipton, Chelsey; and Kuchta, Olyvia (2018) "Transparency increases negotiation rates for men and women alike," *Leadership Excellence and Gender in Organizations*: Vol. 2 : Iss. 4 , Article 4.

Available at: <https://docs.lib.purdue.edu/cgg/vol2/iss4/4>

This document has been made available through Purdue e-Pubs, a service of the Purdue University Libraries. Please contact epubs@purdue.edu for additional information.

Existing research has found that women are less likely to initiate negotiations compared to men, because women are socialized to be more communal, and negotiation violates that norm. Building on the previous research in this area, I examine two new factors that may help women negotiate more often: performance and pay transparency. To do so, I designed an experimental study in which male and female students were recruited to complete a simple task and given the opportunity to negotiate. My findings suggest that even with pay transparency, people still choose not to negotiate. However, negotiation rates were highest for those who received both performance and pay information.