# Article information:

Opening the Black Box of I-Deals Negotiation: Integrating I-Deals and Negotiation Research - Maria Simosi, Denise M. Rousseau, Laurie R. Weingart, 2021  
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# Article summary:

1. I-deals, or customized employment arrangements negotiated by employees with their employers, are becoming increasingly common in contemporary employment. They are studied for their consequences for individuals and organizations, as well as the antecedents and contextual factors associated with creating them.

2. However, little research has been done on the negotiation process that leads to the creation of i-deals. Negotiation research can provide insights into this process and inform future i-deals theory and research.

3. I-deals differ in timing (ex ante or ex post) and content (economic issues or diverse issues including preferred tasks and development opportunities). Most i-deals research focuses on ex post deals, which require insider knowledge and a relationship between the parties.

# Article rating:

Appears strongly imbalanced: The article is written in a biased or one-sided way, and the information it provides is not trustworthy enough to be considered a reliable source. You should consult other sources to find reliable information on the presented issues.

# Article analysis:

该文章提出了一个有趣的研究议题，即如何将谈判研究与个性化工作安排（i-deals）相结合，以更好地理解i-deals的创造过程。然而，在阅读该文章时，我注意到以下几点：

1. 偏见来源：该文章似乎偏向于支持i-deals的使用，并没有探讨其潜在的负面影响。例如，它强调了HR顾问建议经理人使用i-deals来吸引、激励和留住员工，但并未提及可能导致不公平待遇或团队内部不和谐等问题。

2. 片面报道：该文章主要关注了i-deals的创造过程，但忽略了实施和维护这些协议所涉及的挑战。例如，在实践中，一些员工可能会利用他们的i-deals来规避责任或获得特权，这可能会对组织产生负面影响。

3. 无根据的主张：该文章声称“50多年的谈判研究”可以为i-deal创建提供洞察力，但并未提供具体证据来支持这一主张。此外，在介绍谈判研究时，并未明确说明如何将其应用于i-deal创建。

4. 缺失的考虑点：该文章没有探讨i-deals可能对员工之间的公平性和团队合作产生的影响。例如，如果一些员工获得了更好的i-deals，其他员工可能会感到不公平，并且这可能会导致团队内部紧张和冲突。

5. 所提出主张的缺失证据：该文章提出了一个未来研究议程，但并未说明如何实现这些目标或需要哪些具体证据来支持这些目标。

综上所述，尽管该文章提供了有趣的思路，但它存在一些偏见、片面报道、无根据的主张、缺失的考虑点和所提出主张的缺失证据等问题。因此，在阅读该文章时需要保持批判性思维，并注意其潜在风险和局限性。

# Topics for further research:

* Potential negative effects of i-deals
* Challenges in implementing and maintaining i-deals
* Lack of evidence for the claim that negotiation research can inform i-deal creation
* Impact of i-deals on fairness and team cooperation
* Missing evidence to support proposed research agenda
* Need for critical thinking and awareness of potential risks and limitations

# Report location:

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