

Leadership Excellence and Gender in Organizations

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Transparency increases negotiation rates for men and women alike

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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.