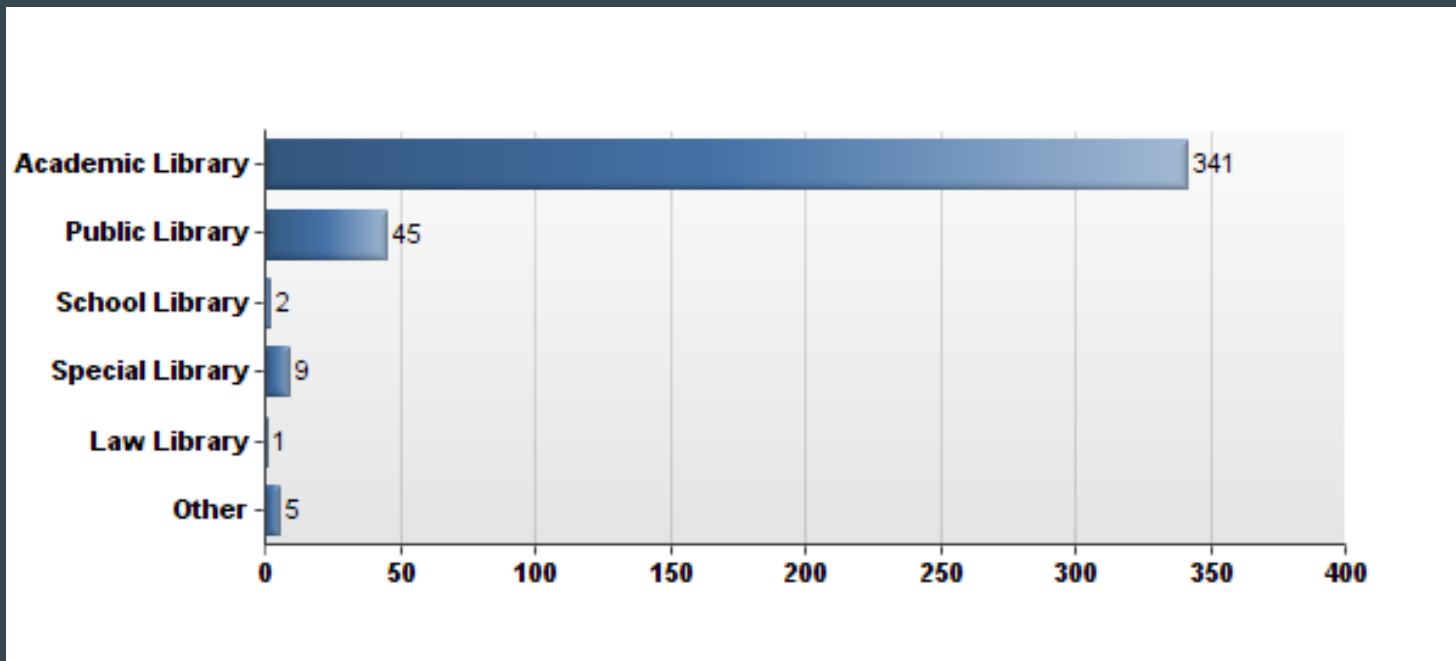


A Comparison Study of the Perceptions, Expectations, and Behaviors of Library Job Seekers and Employers on Job Negotiations

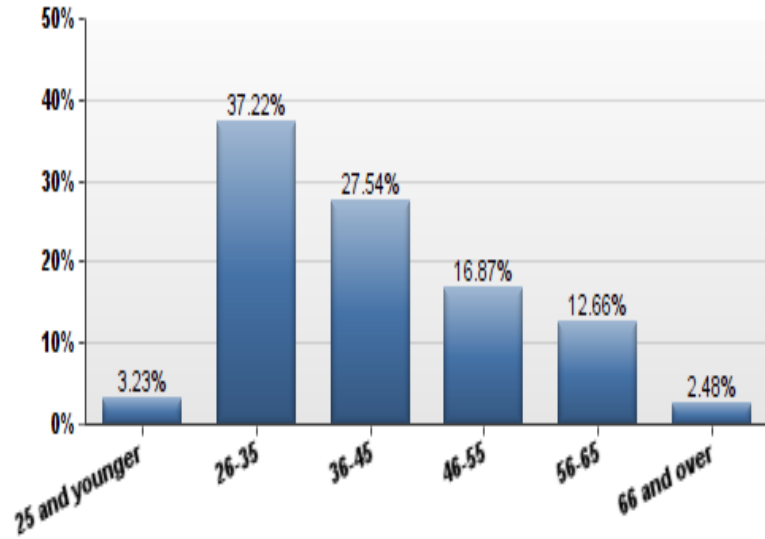
...

Leo Lo, Old Dominion University
Jason Reed, Purdue University

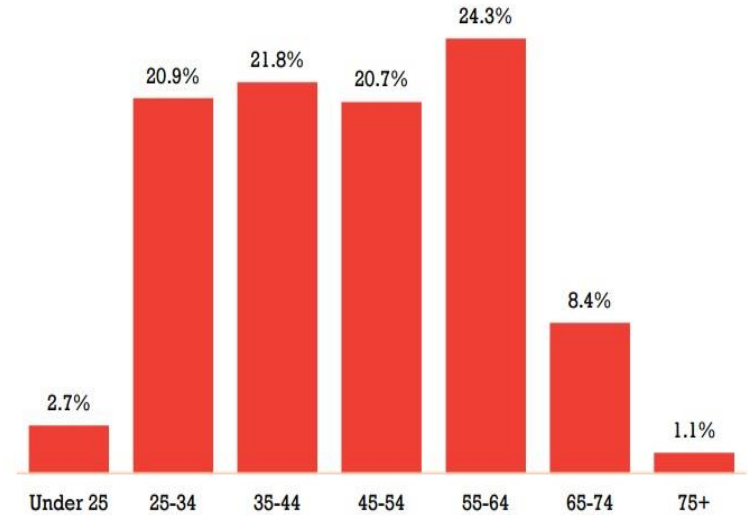
Demographic Data



Age



ALA Membership Age Breakdown



Have the respondents negotiated a job offer?

74% of respondents have negotiated job offers at least once

For their current positions, **32%** did not attempt to negotiate.

Why didn't they negotiate?

The three most common reasons were

“I didn't think I was in a position to negotiate”

“I was satisfied with the job offer”

“I was afraid that it would jeopardize the job offer”

Employers

71% of the hiring managers who replied to this survey expect applicants to negotiate and only 29% did not expect applicants to negotiate.

Do employers withdraw job offers?

71 % of employers have never withdrawn a job offer

Common reasons include:

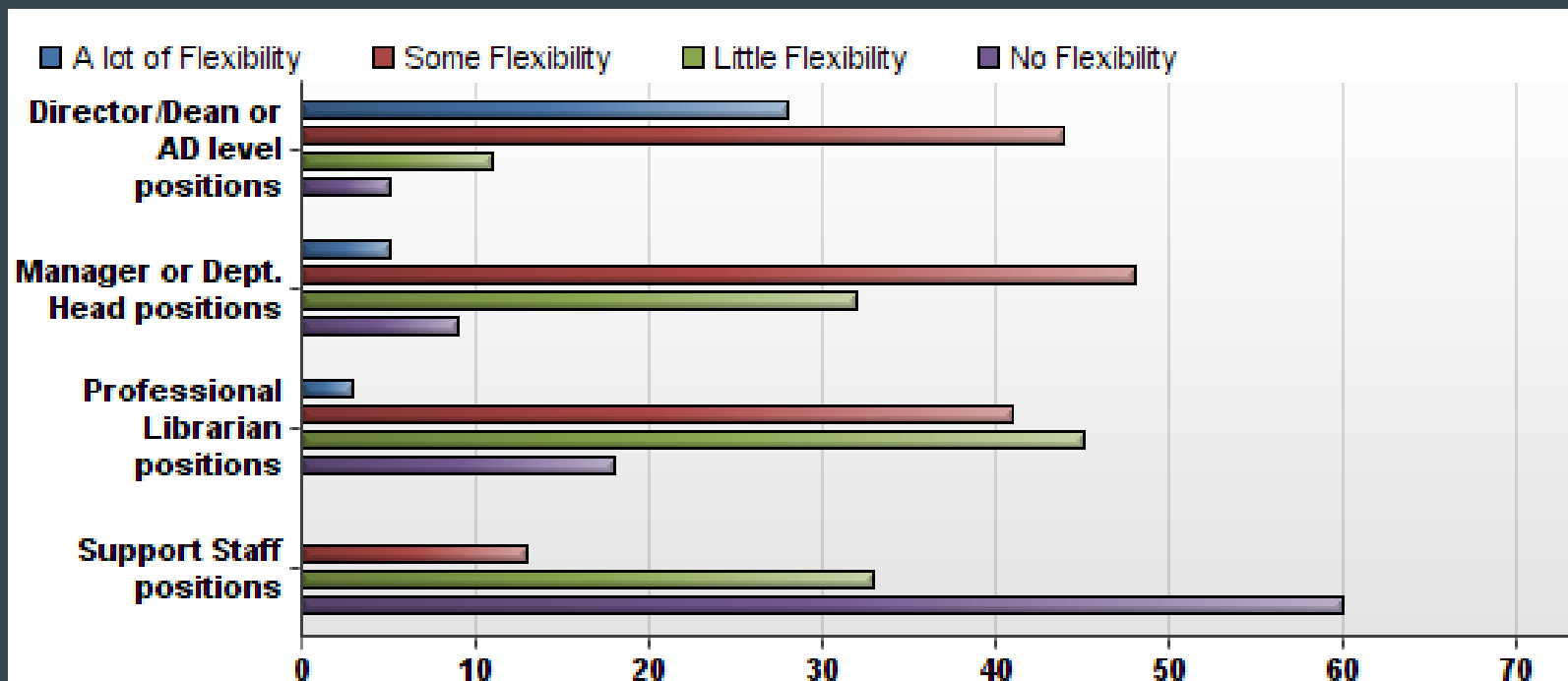
candidate demanding unrealistic or unreasonable salary that the employer could not offer

issues arose during background check

candidates did not accept one or more elements of the offer

suspensions that the candidate was delaying negotiation to wait for
_____another offer

How much flexibility there is for salary



As employers:

33% believed that there is “a lot of flexibility” for negotiating for dean/director or assistant dean/director level positions

As job seekers:

Only 11% believed that there is “a lot of flexibility” for negotiating for the dean/director or assistant dean/director level positions

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**

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