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The process of collective bargaining is initiated by union leaders who represent employees or laborers. The process of collective bargaining involves multiple steps like negotiation, drafting, administration, discussion, and interpretation of the documents by employers and the

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employees along with union representatives, the final implementation of the report, which is agreed by both parties.

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The personality theory in bargaining emphasizes that the type of personalities determine the bargaining process and its outcome. A popular behavioral theory deals with a distinction between hard-liners and soft-liners. Various research papers refer to hard-liners as warriors, while soft-liners are shopkeepers. It varies from region to region.

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