

Vidya Vikas Mandal's  
Shree Damodar College of Commerce & Economics, Margao-Goa  
SY B.Com, Semester-IV, Supplementary Examination June 2023  
Subject: Collective Bargaining & Negotiation Skills (UCOS102)

Duration: 2hrs

Max Marks: 80

Instructions:

- 1) Start each question on fresh page.
- 2) Figures to the right indicate maximum marks.
- 3) Answer questions I and II in about 100 words each.
- 4) Answer questions III, IV and V in about 400 words each.

QI Answer ANY 4 from the following questions:

(4 mks x 4 = 16 mks)

1. Explain 'issues of right' in Collective Bargaining.
2. 'Hick's theory of Collective Bargaining is based on the employer's concession curve and the union's resistance curve'. Elaborate.
3. What is Industrial Jurisprudence in Collective Bargaining.
4. 'The parties to Collective Bargaining should keep aside prejudice as a pre requisite to effective Collective Bargaining.' Explain
5. Write a short note on the Trade Union Act, 1926
6. Discuss the objectives of the Payment of Wages Act, 1936

Q II Answer ANY 4 from the following questions:

(4 mks x 4 = 16 mks)

1. Explain SWOT and BATNA in negotiation.
2. Suggest any four elements of a successful negotiation.
3. Write a short note on Integrative Negotiation.
4. Distinguish between Collective Bargaining and Negotiation
5. Explain Impasse Resolution.
6. What is Contract Ratification.

QIII A Elaborate on the issues of interest in Collective Bargaining.

12 mks

OR

QIII B Explain the characteristics of Collective Bargaining.

QIV A Discuss the pre requisites for Collective Bargaining.

12 mks

OR

QIV B What are the difficulties faced in the Collective Bargaining process?

QV A Ms. Sameera wants to negotiate for better working conditions with her employer M/s Travis Enterprises. What is the negotiation process that will be followed by both the concerned parties? 12 mks

OR

QV B Suggest the key areas of preparing for a negotiation. Discuss.

QVI A Explain the various approaches to Collective Bargaining.

12 mks

OR

QVI B Discuss the steps for employee grievance handling.