

Vidya Vikas Mandal's
Shree Damodar College of Commerce & Economics, Margao-Goa
SY B.Com, Semester-IV, Supplementary Examination August 2022
SEC-2, 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.

Q I. Answer ANY 4 from the following questions: (4 mks x 4 = 16 mks)

1. Explain any four issues that are dealt with 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. Distinguish between Distributive Bargaining and Integrative Bargaining.
4. Explain the Collective Bargaining Hierarchies.
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 the 3 types of Collective Bargaining Agreements in India.
6. Discuss the element of the approaches to Collective Bargaining.

QIII A Elaborate on the Behavioural Theory of Labour Negotiation. 12 marks

OR

QIII B Explain the characteristics of Collective Bargaining.

QIV A Discuss the pre requisites for Collective Bargaining. 12 marks

OR

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

QV A Mr. Raj wants to negotiate for a higher salary with his employer M/s Supreme Enterprises. What is the negotiation process that will be followed by both the concerned parties? 12 marks

OR

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

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12 marks

QVI A Suggest tactics to conduct a successful Integrative Negotiation.

OR

QVI B Discuss the phases to Collective Bargaining.