

Vidya Vikas Mandal's
Shree Damodar College of Commerce & Economics, Margao-Goa
SY B.Com, Semester-IV (Repeat), Semester End Examination, April 2023
Subject Title: Collective Bargaining and Negotiation Skills (UCOS102)
Truncated Syllabus 2021-22

Duration: 2hrs

Max Marks: 80

Instructions:

- 1) All questions are compulsory.
- 2) Figures to the right indicate maximum marks to the questions.
- 3) Start each question on a fresh page.

Q.1) Answer any four questions from the following: -

(4x4=16)

- a) Explain the concept of collective bargaining.
- b) Highlight any four characteristics of collective bargaining.
- c) Distinguish between distributive bargaining and integrative bargaining.
- d) Explain the different levels of collective bargaining.
- e) Describe the coverage of collective bargaining agreements.
- f) Explain the major provisions of the Payment of Bonus Act, 1965

Q.2) Answer any four questions from the following:-

(4x4=16)

- a) Summarize the major objectives of the Industrial Disputes Act, 1947
- b) Explain the scope and coverage of Worker's Compensation Act, 1923
- c) Enumerate the key areas of preparation for successful negotiations.
- d) Discuss the significance of effective negotiations.
- e) Explain how you can improve your BATNA in negotiations.
- f) Discuss the role of trade unions in collective bargaining.

Q.3) A. Discuss in detail the 'Hick's Theory of Wage Setting' in collective bargaining.

(12)

OR

X. State some common issues that arise during the process of collective bargaining and discuss how these issues can be resolved?

(12)

Q.4) A. List out and explain the pre-requisites for successful collective bargaining.

(12)

OR

X. Describe the difficulties faced in the bargaining process and administration of collective bargaining agreements.

(12)

Q.5) A. Explain in detail the key stages involved in the process of Negotiation. (12)

OR

X. Identify and discuss the crucial elements of effective negotiations. (12)

Q.6) A. Explain Behavioral Theory of Labour Negotiation under collective bargaining. (12)

OR

X. Explain integrative negotiation agreement. Discuss some of the tactics or strategies for negotiating integrative agreements citing relevant examples. (12)

***** All the Best *****