

Vidya Vikas Mandal's  
Shree Damodar College of Commerce & Economics, Margao-Goa  
S.Y.B.Com, Semester IV, Semester End Examination, April 2019  
Collective Bargaining & Negotiation Skills (SEC 2)

**Duration: 2 hours**

**Max. Marks: 80**

**Instructions:**

- 1) All questions are compulsory.
- 2) Answer sub-questions in Question no.1 and Question no.2 in not more than 100 words each.
- 3) Answer sub-questions in Question no.3 and Question no.4 in not more than 400 words each.
- 4) Figures to the right indicate maximum marks to the questions.

**QI) Answer any four questions from the following: -**

**(4X4 = 16 Marks)**

- 1) Write meaning and definition of the term 'Collective Bargaining'.
- 2) Write any four characteristics of Collective Bargaining.
- 3) Write a short on 'Collective Bargaining Process'.
- 4) What are the different levels of collective bargaining in India?
- 5) What are the different features of Collective Bargaining Agreement?
- 6) Write any four pre-requisites for a successful collective bargaining.

**QII) Answer any four questions from the following: -**

**(4X4 = 16 Marks)**

- 1) Define and explain the term 'Negotiation'.
- 2) Write any four characteristics of 'Negotiation'.
- 3) Who are nominated as the members of the 'Bargaining Team'?
- 4) Write any four points of distinction between Collective bargaining and Negotiation.
- 5) Write short note on 'Bargaining Approaches'.
- 6) What is 'Coalition Bargaining'? Write any two advantages and two disadvantages of Coalition Bargaining.

**QIII)A) Explain in detail the different critical 'Emerging Issues' in collective bargaining.**

**(12 Marks)**

**OR**

**B) Explain in detail the 'Hick's Theory of Wage Setting' in collective bargaining.**

**QIV)A) Write detail notes on the following:-**

- i) Meaning of Collective Bargaining Agreement
- ii) Functions of Collective Bargaining Agreement

**(12 Marks)**

**OR**

**B) What are the difficulties faced in the bargaining process and administration of agreements?**

QV)A) Write in detail about the 'Negotiation Process'.

(12 Marks)

**OR**

B) Explain in detail the 'Guidelines for Effective Negotiation'.

QVI)A) Write detail notes on the following:-

(12 Marks)

i) Contract Ratification

ii) Impasse Resolution

**OR**

B) Explain in detail how grievances of the workers can be removed.

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