

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.
