

Duration: 3 hours

Maximum Marks: 75

Attempt all questions. All questions carry equal marks

Q.1.

- (a) Explain the term "Collective Bargaining". Describe the role of trade union in Collective Bargaining.
- (b) What is Hick's paradox? How can it be solved? (7+8)

Or

- (a) What are the issues in Collective Bargaining? Explain.
- (b) Describe the behavioral theory of labour negotiations and its four sub-processes. (7+8)

Q.2.

- (a) Discuss in detail the objectives of Collective Bargaining in India.
- (b) Enumerate the difficulties in the bargaining process and administration of agreements. (7+8)

Or

- (a) Explain various forms of Collective Bargaining practices in India.
- (b) What are pre-requisites for successful Collective Bargaining in any country? (7+8)

Q.3.

- (a) What is negotiation? Discuss its advantages and disadvantages.
- (b) Explain the "Charter of Demand". Describe its role in the process of negotiations. (7+8)

Or

- (a) How can we create the bargaining team? Discuss the role of union team and management team in creating the bargaining team.
- (b) What do you understand by the term pre-negotiation? Highlight the stages of pre-negotiation. (7+8)

Q.4.

- (a) Describe various steps in the process of negotiation.
- (b) Discuss in detail the guidelines for effective negotiation. (7+8)

Or

- (a) Highlight the use of Negotiating Integrative Agreements and its drawbacks.
- (b) What is Coalition Bargaining? Describe its merits and demerits. (7+8)

Q.5.

- (a) What is Fractional Bargaining? Explain in detail.
- (b) What do you understand by the term grievance? Describe its effects on production, employees, and managers? (7+8)

Or

Write short notes on any three:

- (a) Impasse Resolution
- (b) Contract Ratification
- (c) Impact of collective bargaining in India
- (d) Binding up the wounds of grievances (5×3=15)