

Collective Bargaining and Negotiation Skills

Duration: 3 hours

Maximum Marks: 75

Attempt all questions. All questions carry equal marks

Q.1.

- (a) Define collective bargaining and explain its characteristics and objectives.
- (b) Explain the various forms of collective bargaining. (8+7)

Or

- (a) Explain the behavioural theory of collective bargaining and its four sub-processes.
- (b) Enumerate the problems and issues in collective bargaining. (8+7)

Q.2.

- (a) "Strikes and lockouts are established means of collective bargaining in India." Explain the statement.
- (b) What is Hick's Paradox and how can you justify strikes as rational investment of time? (8+7)

Or

- (a) Explain the various problems related to collective bargaining in India.
- (b) Explain the pre-requisites of collective bargaining in India. (8+7)

Q.3.

- (a) What do you understand by Negotiation? Discuss its meaning and scope. (8+7)
- (b) Explain the process of grievance management. (8+7)

Or

- (a) Critically discuss the emerging scenario of collective bargaining in India in the light of recent developments in the legal and political arena.
- (b) What is Charter of Demand? Elucidate its role in the process of negotiations. (8+7)

Q.4.

- (a) What are the roles and responsibilities of the stakeholders involved in collective bargaining? Explain with examples.
- (b) Explain the concept of Costing Labour Contracts in detail. (8+7)

Or

- (a) Establishing objective criteria and creating options is important in pre-negotiation preparation. Discuss.
- (b) Distinguish between distributive and integrated bargaining? Which is more advisable? Comment. (8+7)

Q.5. Write short notes on any three:

- (a) Coalition bargaining
- (b) Role of trade unions in bargaining
- (c) Contents of collective bargaining agreement
- (d) Importance of negotiation skills
- (e) Conflict negotiation

(5+5+5)