

COURSE: B.COM(P)

SEMESTER: VI

PAPER: COLLECTIVE BARGAINING AND NEGOTIATION SKILLS

QUESTION BANK

1) "Collective Bargaining has been viewed as engine of industrial peace in India. But its progress is not seen as expected rather it can be termed as a hurdle race". Do you agree with the statement? Give reasons.

2) "The employee union is threatening to proceed on strike But it has been recognized that strikes are not efficient and therefore employees union and management should resolve the underlying issues peacefully and harmoniously rather than to opt for strike." Discuss the validity of this statement with respect to the well-known viewpoints.

3) "Execution of agreements reached between employees and management is a challenging task For organizations. Sometimes, it has to face a lot of dissatisfaction and protest from employee(s) and necessitates immediate handling of situation for smooth functioning." Elaborate on the statement from the viewpoint of management.

4) Mr. Girdhar has been selected as the representative of management team to negotiate with workers. You suggest him the various preparations to be made by him before proceeding to round table for negotiations.

5) The representative of trade union drafts various documents through discussion and consultation with union members before initiating collective bargaining process". Discuss the Statement in detail.

6) "In industries where hostile and difficult environment exists, a number of trade unions representing diverse group of employees negotiate with more than one employer representatives to maximize their pressure and outcome". Critically examine the statement.

7) a) What is Hick's paradox? How can it be solved?

b) Define Collective Bargaining. Explain Collective bargaining initiatives of SEWA bidi workers.

8) Describe the behavioural theory of labour negotiations and its sub-processes.

9) What are the critical issues in Collective bargaining? Explain how did Collective Bargaining succeed in case of Indian Railways.'

10) Explain pre-requisites for successful Collective Bargaining in any country.

11) Enumerate the difficulties in the bargainin process and Difficulties in Administration of Agreements.

12) Explain the meaning of negotiation and pre-negotiation and its importance.

13) What is BATNA? How is it developed in Collective Bargaining?

- 14) "COD" must be designed meticulously. Explain the significance of the statement
- 15) Write a note on the role of 'Costing of labour contracts' in the success of bargaining process.
- 16) What is impasse resolution? State the causes responsible for it.
- 17) Explain the grievance management model procedure.
- 18) Explain the emerging scenario in the area of Collective Bargaining.
- 19) Explain the process of Collective Bargaining.
- 20) Write a note in negotiating Integrative Agreements
- 21) What is coalition bargaining ? State its advantages and disadvantages.
- 22) Explain various Collective Bargaining approaches
- 23) Explain conflict choice model of negotiation
- 24) Types of types of Collective Bargaining Agreements in India
- 25) 'Enterprise-level bargaining is different from national level and sectoral level of bargaining. Explain.
- 26) Define the term 'Negotiation'. State its characteristics.
- 27) What is meant by pre-negotiation ? Is it rightly said that 'Creation Bargaining Team' is an important step towards effective bargaining
- 28) Explain various phases involved in the bargaining process.
- 29) State difference between Coalition Bargaining and Fractional Bargaining.
- 30) What are the causes of grievances ? Explain the procedure for grievance handling
- 31) Explain strategies required for effective bargaining.
- 32) Explain the emerging concepts in the field of collective bargaining.
- 33) (a) Explain various levels of bargaining.
(b) Collective Bargaining is beneficial not only to employees and employers but society at large. Explain.