

**COURSE: B.COM (P)**

**SEMESTER: VI**

**PAPER : COLLECTIVE BARGAINING AND NEGOTIATION SKILLS**

**ASSIGNMENT QUESTIONS**

**Assignment 1**

**10\*2=20 Marks**

- 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) 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.

**Assignment 2**

**10\*2= 20 Marks**

- 1) 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.
- 2) "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.

**CLASS TEST QUESTIONS**

**8+6+6= 20 Marks**

- 1) Define Collective Bargaining. Explain Collective bargaining initiatives of SEWA bidi workers.
- 2) What is BATNA? How is it developed in Collective Bargaining?
- 3) "COD' must be designed meticulously. Explain the significance of the statement

**MULTIPLE CHOICE QUESTIONS (MCQ's)**

- 1) Which of the following is noted in your text as a current condition that makes it difficult to be specific about the nature of the employment relationship within organisations
  - a. the nature of work within modern organisations
  - b. a major reconfiguration of the labour market in most industrialised economies
  - c. a blurring of traditional boundaries between workers and their employing organisations

**d. all of the above**

**Answer D**

2) Which of the following is NOT one of the three major assumptions that underpin the concept of a 'contract of employment'

a. that the relationship between employer and employee is an individual one, made between two parties of equal bargaining strength

**b. that there is an imbalance of power between the two parties**

c. it consists of a promise to work (or be available for work) for which payment is promised

d. since there has been a free exchange of promises, the two parties have reciprocal, but different rights and obligations

**Answer B**

3) Which of the following are sources from which the terms of contract of employment can be derived?

a. custom and practice rules

b. works and organisational rules

c. legislative terms (statute law)

**d. all of the above**

**Answer D**

4) Single-table bargaining refers to which of the following situations?

**a) a single employer who negotiates with a number of recognised trade unions who represent workers in an employing organisation**

b) a single employer who negotiates with a just one trade union recognised by the employing organisation

c) collective negotiations which cover a number of organisations and one trade union in a single industry

d) collective negotiations between one employer and one recognised trade union.

**Answer a)**

5) A bargaining unit refers to which of the following?

**a) a defined group of employees covered by a collective bargaining agreement**

- b) a single employer who recognises one or more trade unions for the purpose of collective bargaining
- c) collective bargaining that is confined to a single workplace
- d) collective bargaining that is exclusive to union members and excludes non-union workers in an employing organisation.

**Answer a)**

6) The scope of collective bargaining is a term which describes:

- a) the way collective agreements are recorded
- b) the level of trust that exists between the negotiating parties
- c) the range of topics or issues which are the subject of negotiation**
- d) all of the above

**Answer c)**

7) Which of the following is true?

- a) a substantive rule refers the terms of a collective agreement that specifies things like wages and hours of work
- b) joint regulation is when the authorship of work rules can be attributed equally to both employers and unions
- c) a procedural rule refers the terms of a collective agreement that defines the mechanisms to adjust substantive rules

**d) all of the above**

**Answer d)**

8) Where customs and practices lead to informal agreements that are condoned by management and workers, which of the following might occur?

- a) a trade union can claim legal recognition
- b) the terms of an informal agreement can be incorporated into the individual employee's legal contract of employment**
- c) management consult employees informally rather than relying on formalised union negotiations
- d) the depth of collective negotiations becomes shallow

**Answer b)**

9) According to Chamberlain and Kuhn (1965), the government function of collective bargaining is said to serve what purpose?

**a) it establishes a set of rules as the foundation for an ongoing relationship based on collective bargaining**

b) it serves as a system of industrial democracy at the level of the enterprise

c) it sets the boundaries for either party's freedom to bargain and impose sanctions

d) it establishes a system for economic distribution based on the joint authorship of rules that regulate employment relations

**Answer a)**

10) Which of the following is NOT one of the different levels at which collective bargaining can take place?

a) industry level

b) workplace level

c) organisational level

**d) non-union sector level**

**Answer d)**

11) Which of the following statements is an accurate definition of 'individual performance-related pay'?

a) a payment system designed to allow high achievers to earn a salary commensurate with their effort

**b) a payment system designed to reward employees based on an evaluation of their whole job performance**

c) a payment system in which employee reward is based on individual effort or output

d) a payment system in which a proportion of an employee's salary is based on their individual skill and competency

**Answer b)**

12) Incentive-based reward schemes are said to be problematic for which of the following reasons?

a) they can lead to very complicated wage payment systems that are difficult to implement and monitor

**b) they can lead to potential areas of managerial bias and discrimination in the awards given to some employees**

c) consistently 'average' performance awards can have a de-motivating effect on employees

d) all of the above

**Answer b)**

13) The rights reserved with the employers such as direct, control and manage Its business are called

A management rights

B provision rights

C mandatory provisions

D union security provision

**Answer A**

14) The bargaining issues that are identified by laws and court decisions are classified as

A. provision security issues

B. illegal issues

C. permissive issues

**D. mandatory issues**

**Answer D**

15) The kind of bargaining, in which both parties make every possible effort to negotiate and communicate for an agreement, called

**A. good faith bargaining**

B. distributive bargaining

C. descriptive bargaining

D. collective bargaining

**Answer A**

16) The process in which the members of union vote to accept terms of labor agreement usually negotiated is called

A mediation

B. arbitration

**C ratification**

D conciliation

**Answer C**

17) The kind of strikes that occur when workers and employers failed to reach any agreement after collective bargaining are called

A. sympathy strikes

B jurisdictional strikes

**C. economic strikes**

D wildcat strikes

**Answer C**

18) The stoppage of work by the union members to create pressure on employer for getting accepted their demands is called

**A. strike**

B. ratification

C. lockout

D. reconciliation act

**Answer A**

19) The act of shutting down the organization operations to prevent working of union members is classified as

A ratification

**B. lockout**

C. strike

D reconciliation act

**Answer B**

20) The process in which a neutral third party got involved for negotiation is classified as

A mediation

**B. arbitration**

C ratification

D. conciliation

**Answer B**

21) The basic function of the trade union is

**a. To protect and promote the interest of the worker**

b. Acquiring the control of industry by workers

c. Imbibing sincerity and discipline of workers

d. To provide cultural and recreational activities

**Answer A**

22) Which of the following measures prove to be fruitful in improving industrial relations

a) Strong and stable unions

b) Workers participation in management

c) Mutual trust

**d) All of the above**

**Answer D**