

SET A

Unique Paper Code	: 52413603
Name of the Paper	: Collective Bargaining and Negotiation Skills
Name of Course	: B.Com ,OBE
Semester	: VI
Duration	: 2 hours
Maximum Marks	: 75 Marks

Instructions for Candidates

Answers may be written in Hindi or English. But same medium should be followed throughout the paper;

Attempt any FOUR questions. All questions carry equal 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) ”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.