

**GOVERNMENT COLLEGE OF COMMERCE AND ECONOMICS,
BORDA - MARGAO, GOA**
B.Com. (Sem. IV) SEMESTER END EXAMINATION, JULY 2021
(Under OS-1 Covid-19 Pandemic)

SEC-2 Collective Bargaining and Negotiation Skills

Duration	Answering:	02 Hours	Max. Marks: 40	No. Of Pages: 01
	Online Submission:	01 Hours		

- Instructions: (i) All questions are compulsory.
(ii) Figures to the right indicate full marks.
(iii) Students need to submit Handwritten answer paper scanned in whiteboard mode in a single PDF file only.

Q. I. Answer any 5 of the following in 60-80 words each: (5x2=10 marks)

1. List any four Issues that can be discussed on Collective Bargaining Table.
2. What is the importance of Labour-Management Relations in an Industry?
3. Discuss the difficulties faced in Negotiation by Trade Unions?
4. What are the different types of Grievances arising in Collective Bargaining Agreements?
5. What are Integrative Agreements?
6. How are the Demands of the Employees Union classified by the Management during Negotiation?
7. Explain the concept of Fractional Bargaining.
8. Write a short note on Impasse Resolution.

Q. II Answer any 6 of the following in 200-250 words each: (6x5=30 marks)

1. Explain the Hick's Analysis of Wage Setting Under Collective Bargaining.
2. What are the Characteristics of Collective Bargaining?
3. Explain any five Pre-requisites for Successful Collective Bargaining.
4. Discuss any five General Principles for Drafting of Collective Bargaining Agreements.
5. How do Trade Union and Management Prepare for Negotiation?
6. Write any 10 Principles for Effective Negotiation suggested by Arnold Campo for Employees and Management.
7. Discuss the Emerging Scenario of Collective Bargaining in India.
8. Explain the Grievance Management Process in Collective Bargaining.