

**CARMEL COLLEGE OF ARTS, SCIENCE & COMMERCE FOR WOMEN,  
NUVEM-GOA  
SEMESTER END EXAMINATION, APRIL-MAY 2023**

**Sem. IV of BCOM**

Class & Div: S.Y.BCOM

Course Title & Code: SEC 2: Collective Bargaining and Negotiation Skills  
(UCOS102)

Maximum marks: 80 \* Date: 24/04/24 Duration: 2 hrs Total No of pages: 01

*Instructions: 1. All questions are compulsory  
2. Figures to the right indicate marks*

**Q1) Answer any four of the following questions: (4x4= 16 marks)**

- a) Determine any four critical issues in collective bargaining.
- b) Explain the conflict choice model of negotiation.
- c) Write a note on Distributive Bargaining.
- d) Illustrate and explain the levels of bargaining.
- e) List out the subject matter of collective bargaining.
- f) Write a short note on new trends in collective Bargaining.

**Q2) Answer any four of the following questions: (4x4= 16 marks)**

- a) List out the characteristics of Negotiation.
- b) Determine the guidelines for effective negotiation.
- c) Write a short note on 'integrative agreements'.
- d) Explain the approaches to collective bargaining
- e) Outline the advantages and disadvantages of coalition bargaining.
- f) Explain the various ways to overcome an impasse.

**Q3) a) Elaborate on Hicks analysis of wage setting. (12 marks)**

**OR**

**b) What is Collective Bargaining? Elucidate its characteristics. (12 marks)**

**Q4) a) Evaluate the various pre-requisites of collective bargaining. (12 marks)**

**OR**

**b) Outline collective bargaining in India. (12 marks)**

**Q5) a) Elucidate the process of negotiation. (12 marks)**

**OR**

**b) What is pre-negotiation? Elaborate on its process. (12 marks)**

**Q6) a) What is grievance redressal system? Elaborate on its procedure. (12 marks)**

**OR**

**b) Discuss the causes and effects of employee grievances. (12 marks)**