

**Guidelines for Paper no BCH 4.5 (b) –
Collective Bargaining and Negotiation Skills
B.Com (H) Semester IV under CBCS
Held on January 14, 2017 at 11:00 a.m.
At Gargi College**

General Guidelines

- All the topics should be covered.
- 5 questions of 15 marks each with internal choice requiring comprehensive coverage of entire syllabus.
- Structure of question paper for internal choice:
 - 1 question from Unit I
 - 1 question from Unit II
 - 1 question from Unit III
 - 2 questions from Unit IV

Unit-wise Guidelines

Unit I: Issues in Collective Bargaining

Meaning, Definitions and Characteristics of Collective Bargaining; Critical Issues in Collective Bargaining; Theories of Collective Bargaining: Hicks' Analysis of Wages Setting under Collective Bargaining, Conflict-choice model of negotiation, A Behavioral Theory of Labor Negotiation.

- The three theories of collective bargaining need to be discussed in detail, with special emphasis on the behavioural theory of labor negotiation.

Unit II: Collective Bargaining in India

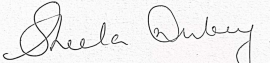
Pre-requisites for successful collective bargaining in any country; Collective Bargaining in Practice; Levels of Bargaining; Coverage and Duration of Agreements; Difficulties in the Bargaining Process and Administration of Agreements.

- Discussion of case examples in relation to Indian context should be conducted in detail.

Unit III: Negotiating a Contract

Meaning of Negotiations; Pre-negotiation – Preparing the Charter of Demand(s), Creating the Bargaining Team, Submission of COD, Costing of Labor Contracts.

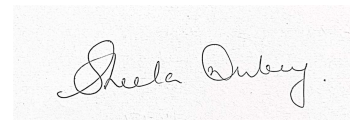
- Steps in the pre-negotiation phase of collective bargaining should be expanded on.



Unit IV: Negotiation Skills

Negotiation process; Effective negotiation – Preparing for negotiation, Negotiating Integrative agreements; Negotiation and Collective Bargaining - Approaches and Phases in Collective Bargaining, Coalition and Fractional Bargaining, Impasse Resolution, Contract Ratification; Post-negotiation – Administration of the Agreement, Grievance Management, Binding up the Wounds; Collective Bargaining and the emerging scenario

- **Emerging scenario in collective bargaining**
- **Phases in collective bargaining**
- **Distributive vs. Integrative Bargaining**
- **Coalition and Fractional Bargaining**
- **Post-negotiation - Grievance management**

A handwritten signature in cursive script that reads "Sheila Dubeey". The signature is written in black ink on a light-colored, slightly textured background.