

[This question paper contains 3 printed pages.]

2007

Your Roll No. ....

**MHROD / III Sem.**

**A**

**Course 635 – NEGOTIATIONS AND UNION  
MANAGEMENT RELATIONS**

*Time : 3 Hours*

*Maximum Marks : 70*

*(Write your Roll No. on the top immediately  
on receipt of this question paper.)*

*Be focussed and critical.*

*Attempt all questions.*

*All questions carry equal marks.*

*Note :* Map, etc. if required should be attached with paper. Please don't write your college/university/ name except the signature and code at the specified place.

1. "Productive Collective Bargaining is said to be management centric." Discuss critically, elaborating the *model* adopted by Union to respond effectively.

**OR**

Discuss the concept of WPM and elaborate four stages of participation. (14)

P.T.O.

2. What are the challenges to trade unions in changing times? How do TUs need to respond to these challenges?

OR

Briefly examine tripartite machinery and describe three tier adjudication in India (14)

3. Write short note on the following :

- (a) IR System in UK & USA  
(b) Principles & Objectives of ILO

OR

Write short notes on the following :

- (a) Mutual Trust & Understanding  
(b) Belief based negotiation styles (7+7)
4. Critically evaluate the impact of cross-cultural differences on negotiation style, content and process.

OR

Draft a MOU comprising all vital components of a valid contract. Please write separately for following steps of the negotiation process

- (i) Initial points/charter of demand

- (ii) Strategies behind each point and of modification, if any.
  - (iii) Flow charts and relevant supportive illustrations.
  - (iv) Detailed contract giving all agreed points, including essential components of a valid contract and restrictive/remedial clauses.
- (14)
5. "Gandhian trusteeship is the essence of ethical corporate governance in globalised world" – illustrate with the help of Chandramadhav model of HR's role in augmenting ethical governance & CSR.

**OR**

Critically distinguish the features and styles for Domestic and International negotiations. (14)