

[Time: 2.30 Hours]

[ Marks:75]

Please check whether you have got the right question paper.

N.B: 1. All questions are compulsory.

Q1 a. Match the following (Any 8 )

8

	Group A		Group B
1.	Principle of Timeliness	i.	Sleepiness
2.	Employee relation policy	ii.	Unfair-labour practices
3.	Trusteeship Theory	iii.	Conciliation
4.	Statutory welfare	iv.	Central Trade Union in India
5.	Fatigue	v.	Advocated by Elton Mayo
6.	Type of Hazard	vi.	Timely action
7.	Humanistic Approach	vii.	Third Party Intervention
8.	Mediation	viii.	Boost employee morale
9.	Conciliation	ix.	Factories Act
10.	Bhartiya Mazdoor Sangha	x.	Mahatma Gandhi

Q1 b. State whether the following statements are true or false (Any 7)

7

- i. Recreational facilities disturbs physical and mental relaxation.
- ii. Boredom is an emotion.
- iii. Trend analysis can be used of testing the effectiveness of labour welfare.
- iv. The negotiating teams should have a problem solving and positive attitude.
- v. HR manager plays an role in employee relations.
- vi. There are twenty central trade unions in India.
- vii. Grievances have a positive impact on employees.
- viii. A joint council shall meet at least once in a quarter.
- ix. Trade unions are associated with some political parties.
- x. Women are generally paid the minimum wages for the kind of work they do.
- xi. A good safety culture is promoted by senior management committee.

Q2 a. Discuss the current trends in collective bargaining.

8

Q2 b. What do you mean by employee relations? Discuss its elements.

7

**OR**

Q2 p. Define collective bargaining. Explain the detailed classification of collective bargaining. 15

Q3 a. Discuss the approaches to employee welfare. 15

**OR**

Q3 p. Discuss the employee welfare practices in India. 8

Q3q. Highlight the need for women welfare in organisations. 7

Q4 a. What are the causes of fatigue at workplace? 8

Q4 b. Discuss briefly the concept of hazard audit. 7

**OR**

Q4 p. What are the provisions for women welfare as per the Factories Act? 8

Q4q. Discuss the role of central government in labour welfare. 7

Q5a. What are the pre-requisites for effective employee participation? 8

Q5 b. State the significance of safety culture in organization. 7

**OR**

Q5 p. Short Notes (Any 3) 15

i. Parallel / Pattern Bargaining

ii. Intra- mural welfare facilities

iii. Trusteeship Theory

iv Integrative Bargaining

v. Public relations theory

\*\*\*\*\*