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**SVKM's NMIMS University
School of Distance Learning**

Employment Relations

**Date: 6.6.2008
Time: 3.00 pm to 6.00 pm**

Marks: 100

**Answer the following-any three
each**

15 marks

1. Discuss workers participation in management.
2. Discuss the methodology of and pitfalls in grievance handling.
3. Factors responsible for failure of participative schemes in India.
4. What are the causes for the formation of managerial unions in India?
5. Discuss the conditions for success of collective bargaining
6. Discuss the stages of disciplinary action
7. What is misconduct, discuss the kinds of misconduct.

Match the following-

5 marks

- Adam smith-No strike agreement
- Carl Marx- cooperative collective bargaining
- Japanese model of industrial relations-class conflict
- 'win-win' quality- Philadelphia
- ILO- LAISSEZ FAIRE

Write short Notes- any five

10 marks each

1. Hierarchy of punishments
2. Chamberlain Model of bargaining theories.
3. Liberal Individualism.
4. Scope and objects of The Industrial Employment (Standing Orders) Act 1946
5. Japanese model of industrial relations
6. Dissatisfaction-Complaint-Grievance
7. Misconduct relating to morality.
8. The Gandhian Approach to industrial relations.
9. Advantages of formal approach of grievance handling
10. Human resource management approach to industrial relations