

[Duration: 2 ½ hrs ]

Marks:

Note: 1. All questions are compulsory

2. Figures to the right indicate full marks

Q1 a) Match the following (Any Eight)

1	Group 'A'		Group 'B'
	1] Collective Bargaining	i]	Rest rooms, Creches
	2] Industrial Disputes Act	ii]	Sleepiness
	3] Safety Culture	iii]	1947
	4] Extra Mural	iv]	Employee dissatisfaction
	5] Women welfare	v]	Forms of participation
	6] Suggestion schemes	vi]	Improves living standard
	7] Employee grievances	vii]	Housing Accommodation, Transportation
	8] Intra Mural	viii]	Sydney Webb & Beatrice Webb
	9] Fatigue	ix]	Elastic concept
	10] WPM	x]	Senior management committee

b) State whether the following statements are True or False (Any Seven)

- 1] Healthy industrial relations foster peace in the organizations.
- 2] Labour welfare means efforts to make life worth living for workers .
- 3] Collective bargaining helps only union and employees and not employers. .
- 4] Works committee deals with matters of day- to- day functioning at the shop floor level.
- 5] Anti-depressants can really help depressed people and keep their sadness in check.
- 6] UV rays are electromagnetic waves.
- 7] Statutory welfare includes all those activities which employers undertake for their employment on voluntary basis.
- 8] Associative participation is the highest level of workers participation in management.
- 9] Fatigue is the result of stress.
- 10] Hazard Audit object is to identify any shortcomings in the measures which are in place to minimise the likelihood and consequences of hazardous incidents.

Q2 a) What are the need & importance of collective bargaining?

b) Explain the essential elements of employee relations?

- Q2 a] What are the need & importance of collective bargaining? [08]
- b] Explain the essential elements of employee relations? [07]

**OR**

- Q2 p] Explain the collective bargaining strategies. [08]
- q] Discuss in detail how HR professionals play an important role in employee relations. [07]

Q3 a] Discuss the paternalistic and atomistic approaches to employee welfare.

b] What is need of employee welfare?

**OR**

Q3 p] Explain the policing theory and philanthropic theory of labour welfare.

q] What can be done to provide healthy work environment to employees.

Q4q] What are the various welfare activities undertaken by central government and state government.

b] What are the responsibilities of employers towards labour welfare?

**OR**

Q4 p] Explain the different types of hazard .

q] Explain the meaning & causes of fatigue.

Q5 a] What is WPM? State the levels of workers participation.

b] What are the reasons of employee grievances?

**OR**

Q 5 p] **Write short notes on: (Any Three)**

1] Ways to improve employee relations.

2] Voluntary welfare.

3] Social hazard management.

4] Employee stock option plans.

5] Scope of employee relations.

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