

M3E1019

Duration:- 2 ½ hrs

Total Marks :- 75

N.B. :- All questions are compulsory

Q.1 A) Match the following: (Any Eight)

08

Group 'A'	Group 'B'
1) Distributive bargaining	i) Physical hazards
2) Extra Mural	ii) Employee dissatisfaction
3) Women welfare	iii) 1947
4) Cold objects	iv) One party's gain is another's loss
5) Employee grievances	v) Third party intervention
6) Industrial Dispute Act	vi) Employer
7) Conciliation	vii) Social Insurance
8) Fatigue	viii) Improves living standard
9) Labour welfare	ix) Sleepiness
10) Social Hazard	x) Gambling

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

07

- i) The negotiating teams should have a problem solving and positive attitude.
- ii) Mahatma Gandhi was a strong advocate of the trusteeship theory of labour welfare activities.
- iii) The 12th Five Year Plan stressed on unemployment and underemployment issue.
- iv) Excessive radiation can be increased by using reflective materials.
- v) Employee relations is the manner in which management addresses and interacts with the staff.
- vi) Welfare is also called a relative concept.
- vii) Boredom is a disease and not an emotion.
- viii) A joint council shall meet at least once in a quarter.
- ix) Collective Bargaining is a form of worker's participation in management.
- x) Poor communication is a cause of employee grievance.

Q.2a) Explain in detail meaning and scope of Employee Relations.

08

b) What are essential elements of Employee Relations?

07

OR

c) Define Collective Bargaining. Discuss need and importance of it.

15

Q.3a) What is Need and Principles of Labour Welfare?

08

b) What are the ways to improve employee relations at workplace?

07

OR

c) State the causes for failure of collective bargaining and suggest strategies for making it successful.

15

- Q.4a)** Explain the need for women welfare. **08**
b) Explain the features of employee grievances. **07**

OR

- c) Explain the meaning, causes and symptoms of Fatigue. **15**

- Q.5a)** Discuss the benefits of Worker's participation in management. **08**
b) What are the objectives of grievance handling procedure? **07**

OR

- c) **Write Short Notes:(Any Three)** **15**

- 1) Philanthropic Theory
- 2) Employee Relation Policy
- 3) Physical Hazards
- 4) Boredom at workplace
- 5) Causes of accidents at workplace

Karnataka Sangha's Manjunatha College & Junior College of Commerce, Thakurli (E)

Duration:- 2Hrs 30 Mins

Subject:- Employee Relations And Welfare

SEM:III

Class:- S.Y. BMS.

OCTOBER: 2019

Total Marks :- 75

N.B. :- All questions are compulsory

Q.1 A	Match the following:(Any Eight)	08																						
	<table border="1"> <thead> <tr> <th>Group 'A'</th> <th>Group 'B'</th> </tr> </thead> <tbody> <tr> <td>1) Collective bargaining</td> <td>i) Third party intervention</td> </tr> <tr> <td>2) Conciliation</td> <td>ii) Pesticides</td> </tr> <tr> <td>3) Employee grievances</td> <td>iii) Complex process</td> </tr> <tr> <td>4) Intra mural</td> <td>iv) Employee dissatisfaction</td> </tr> <tr> <td>5) Charity theory</td> <td>v) Mahatma Gandhi</td> </tr> <tr> <td>6) Trusteeship theory</td> <td>vi) Rest rooms, crèches</td> </tr> <tr> <td>7) Boredom at workplace</td> <td>vii) Philanthropic theory</td> </tr> <tr> <td>8) Social hazards</td> <td>viii) Feeling of restlessness</td> </tr> <tr> <td>9) Women welfare</td> <td>ix) Improves living standard</td> </tr> <tr> <td>10) Chemical hazards</td> <td>x) Gambling</td> </tr> </tbody> </table>	Group 'A'	Group 'B'	1) Collective bargaining	i) Third party intervention	2) Conciliation	ii) Pesticides	3) Employee grievances	iii) Complex process	4) Intra mural	iv) Employee dissatisfaction	5) Charity theory	v) Mahatma Gandhi	6) Trusteeship theory	vi) Rest rooms, crèches	7) Boredom at workplace	vii) Philanthropic theory	8) Social hazards	viii) Feeling of restlessness	9) Women welfare	ix) Improves living standard	10) Chemical hazards	x) Gambling	
Group 'A'	Group 'B'																							
1) Collective bargaining	i) Third party intervention																							
2) Conciliation	ii) Pesticides																							
3) Employee grievances	iii) Complex process																							
4) Intra mural	iv) Employee dissatisfaction																							
5) Charity theory	v) Mahatma Gandhi																							
6) Trusteeship theory	vi) Rest rooms, crèches																							
7) Boredom at workplace	vii) Philanthropic theory																							
8) Social hazards	viii) Feeling of restlessness																							
9) Women welfare	ix) Improves living standard																							
10) Chemical hazards	x) Gambling																							
B)	State whether the following statements are True or False:(Any Seven)	07																						
i)	Workers participation in management should exist at all levels.																							
ii)	Grievances have a negative impact on employees.																							
iii)	HR does not plays an important role in employee relations.																							
iv)	Boredom is a disease.																							
v)	Women are generally paid the minimum wages for the kind of work they do so.																							
vi)	Labour welfare activities are dynamic in nature.																							
vii)	Healthy work environment reduces an accidents in the organizations.																							
viii)	Both private and public sector employers facilitate medical facilities for their workers & their families.																							
ix)	Mechanimistic approach is scientific in nature.																							
x)	Trade unions are not associated with some political parties or the other.																							
Q.2a)	What do you mean by employee relations ? Discuss its charactaristics.	08																						
b)	What are the essential elements of employee relations ?	07																						
	OR																							
p)	Discuss need & importance of collective bargaining.	15																						
Q.3a)	Discuss the various approaches of employee welfare.	08																						
b)	Discuss philanthropic theory & Trusteeship theory in detail.	07																						

	OR	
p)	Discuss the need of employee welfare. Briefly explain the principals of it.	15
Q.4a)	Explain the need for women welfare.	08
b)	Discuss about the need for healthy work environment.	07
	OR	
p)	What are the causes & consequences of boredom at work.	15
Q.5a)	Discuss the role of Trade Union in labour welfare.	08
b)	Discuss the Grievance Handling Process.	07
	OR	
p)	Short Notes:(Any Three)	15
1)	Statutory welfare schemes.	
2)	Collective bargaining.	
3)	Physical Hazards.	
4)	Fatigue.	
5)	Safety Culture.	

Duration:- 2Hrs 30 Mins Subject:- Employee Relations And Welfare SEM:III
Class:- S.Y. BMS. OCTOBER: 2019 Total Marks :- 75

N.B. :- All questions are compulsory

Q.1 A	Match the following:(Any Eight)	08
	Group 'A'	Group 'B'
	1) Collective bargaining	i) Third party intervention
	2) Conciliation	ii) Pesticides
	3) Employee grievances	iii) Complex process
	4) Intra mural	iv) Employee dissatisfaction
	5) Charity theory	v) Mahatma Gandhi
	6) Trusteeship theory	vi) Rest rooms, crèches
	7) Boredom at workplace	vii) Philanthropic theory
	8) Social hazards	viii) Feeling of restlessness
	9) Women welfare	ix) Improves living standard
	10) Chemical hazards	x) Gambling
B)	State whether the following statements are True or False:(Any Seven)	07
i)	Workers participation in management should exist at all levels.	
ii)	Grievances have a negative impact on employees.	
iii)	HR does not plays an important role in employee relations.	

iv)	Boredom is a disease.	
v)	Women are generally paid the minimum wages for the kind of work they do so.	
vi)	Labour welfare activities are dynamic in nature.	
vii)	Healthy work environment reduces an accidents in the organizations.	
viii)	Both private and public sector employers facilitate medical facilities for their workers & their families.	
ix)	Mechanimistic approach is scientific in nature.	
x)	Trade unions are not associated with some political parties or the other.	
Q.2a)	What do you mean by employee relations ? Discuss its characteristics.	08
b)	What are the essential elements of employee relations ?	07
	OR	
p)	Discuss need & importance of collective bargaining.	15
Q.3a)	Discuss the various approaches of employee welfare.	08
b)	Discuss philanthropic theory & Trusteeship theory in detail.	07
	OR	
p)	Discuss the need of employee welfare. Briefly explain the principals of it.	15
Q.4a)	Explain the need for women welfare.	08
b)	Discuss about the need for healthy work environment.	07
	OR	
p)	What are the causes & consequences of boredom at work.	15
Q.5a)	Discuss the role of Trade Union in labour welfare.	08
b)	Discuss the Grievance Handling Process.	07
	OR	
p)	Short Notes:(Any Three)	15
1)	Statutory welfare schemes.	
2)	Collective bargaining.	
3)	Physical Hazards.	
4)	Fatigue.	
5)	Safety Culture.	