

B.B.A. Semester - 5 (NEP-2020) Examination**Oct/Nov - 2025****HRM Group-1: Advanced Human Resource Management (Major-11)****Time: 2:00 Hours****Marks:50****Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate marks.

Que.1 Define the term 'Industrial Relations'. Discuss in detail objectives and factors affecting to industrial relations. (10)

OR

Que.1 Explain the term 'Industrial Relations'. Discuss various approaches to industrial relations.

Que.2 What is Conflict? Identify the reason for conflicts in industrial organisations and elaborate on the techniques used for conflicts resolution. (10)

OR

Que.2 Explain the term of conflicts? Discuss in detail Functional and dysfunctional outcomes of conflicts.

Que.3 What is Worker's participation in management? Explain the structure and functioning of works committees, Joint management Councils, Shop Council, and Board Level participation in India. (10)

OR

Que.3 Define the term Worker's participation in management. Discuss in detail nature and objectives of workers participation in management.

Que.4 What is Power? Discuss the different source or bases of power within an organisation and influence ability of power. (10)

OR

Que.4 Explain the term organisational politics. Evaluate the positive outcomes of organisational politics and how they can be managed constructively in a work place.

Que.5 Write detailed notes (Any two). (10)

- 1) Issues in Negotiation in Indian Industries
- 2) Principles of Collective Bargaining
- 3) Functions of Trade Unions
- 4) Stage in negotiation
