



BRAINWARE UNIVERSITY

Coursework Examination 2018 – 19 (June 2019)

Programme – Doctor of Philosophy in Management

Course Name – IR & Performance Management

Course Code –PHD-MIR04

Time allotted: 4 Hours

Full Marks: 100

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Short Answer Type Question)

10 x 1 = 10

1. *Answer the following*
 - (i) Define integrative bargaining.
 - (ii) Define collective bargaining.
 - (iii) Define solidarity strike.
 - (iv) Define workers' participation in management (WPM).
 - (v) Define layoff.
 - (vi) Define key result areas (KRA).
 - (vii) Define Goal-theory.
 - (viii) Define Behaviorally-anchored rating scale.
 - (ix) Define Social Cognitive Theory.
 - (x) Define critical incidents technique of performance appraisal.

Group – B

(Short Answer Type Questions)

6 x 5 = 30

Answer any *six* from the following

2. Illustrate the types of strike according to Industrial Disputes Act, 1947. 5
3. How harmonious industrial relations provide a strategic benefit to a company? 5
4. How productivity bargaining leads to the strategic benefit? 5

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| 5. | Name four Fundamental Human Rights Conventions of ILO (International Labour Organization) that have been ratified by India. | 5 |
| 6. | Discuss the relevance of Joint Management Council (JMC). | 5 |
| 7. | Discuss the rater's error in performance appraisal process. | 5 |
| 8. | Sate the Control Theory and mention its significance in performance management. | 5 |
| 9. | Explain the concept of key performance indicators. | 5 |

Group – C

(Long Answer Type Questions)

6 x 10 = 60

Answer any *six* from the following

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| 10. | Illustrate the registration process of Indian trade unions according to The Trade Unions Act, 1926. | 10 |
| 11. | How Industrial Disputes Act, 1947, helps prohibiting the illegal strikes and lockouts? | 10 |
| 12. | Discuss the role of ILO in formulating Indian labour acts. | 10 |
| 13. | Discuss how workers' participation in management provides strategic advantage to a company. | 10 |
| 14. | Illustrate the process of appointment of union office bearers according to The Trade Union Act, 1926. | 10 |
| 15. | Explain Control Theory and its application in performance management. | 10 |
| 16. | Explain Balanced-Score card method of organisational performance analysis. | 10 |
| 17. | Explain various human resource performance indicators. | 10 |
