

Q.2 → What is the scope of collective bargaining? What can be the issue behind failure of collective bargaining?

Ans. Collective bargaining:- Collective bargaining refers to a process by which employers on the one hand and representative of employees on the other, attempt to arrive at agreements concerning the conditions under which employees will contribute and be compensated for their services.

There are the following scope

① Group activity:- Collective bargaining is a group activity as opposed to individual action.

② Flexible and mobile:- The process of collective bargaining is flexible and has scope for compromise for a mutual give and take before the final agreement is reached.

③ Continuous process:- Collective bargaining provides a mechanism

for continuous and organized relationships between the management

④ It is a dynamic process:- The process of collective bargaining has undergone drastic changes.

New issues in collective bargaining:- On issues such as collective bargaining for the attention of their colleagues in case the creative effort fails, the negotiators can return