

Ques-2 What is the scope of collective bargaining? What can be the issues behind failure of collective bargaining?

Ans. Collective Bargaining is the process where representative of the employers and employees are meeting together to discuss about the term and condition of the employment.

The following are the main objectives of collective bargaining:

- i) To increase mutual confidence b/w the employer & employees;
- ii) To regulate terms and conditions to employment without intervention of a third party;
- iii) To create cordial environment in the establishment;
- iv) To protect the interest of the employees; through collective

action and by preventing unilateral action on the part of the employer.

- v) To raise the socio-economic attributes of the employees.

Causes and effect of failed collective bargaining in an organization
Employee turnover.

- Defined as based on human resources term where is employee turnover is a measurement of how long your employees stay with your union or company & how often you replace them.
- Employee turnover can be divided by two types of turnover.
- Employee turnover may happen where there is no collective bargaining b/w trade union & employers.