

Answer 4) The bargaining continues through a process which consists certain stages. However the number of stages vary from Organisation. The bargain process depends on the nature of parties involved in bargain process.

Generally bargain process consists the following steps :-

- (a) Prerenegotiation :- This is the primary stage of bargain process. Both parties for negotiation i.e. the management and the union make preparation for bargaining.
- (b) Negotiators :- In this step the person in charge of negotiation will be decided.
- (c) negotiation :- Both the negotiators gather in mutually convenient time and place to continue bargain process. It continues until it reach agreement else it fails over here.
- (d) Agreement :- In this stage a written contract between the two parties consisting of the terms and conditions of the ~~of~~ agreement the date from which it comes into effect, the duration for which it will remain in operation and the persons who will put their signature in the agreement.
- (e) Implementation :- This is the last step in collective bargaining process. After the

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agreement is approved it should be implemented in terms of its letter and spirit by both parties. HR Department ensure the proper and full implementation.

The most important and crucial step is the 'Agreement' step as it is a tool in the hands of the workers to get their demands fulfilled in a peaceful manner without any conflicts with the management. Hence the management cannot get the scope to exploit the workers in the industry. and also since this agreement is a mutual negotiation b/w the two parties, this negotiation & agreement process provide a scope for better understanding b/w the authority & sub-ordinates. Hence the inter-personal relationship can be developed in the industry. It also help to have no strike ~~and~~ ~~at~~ ~~the~~ b/w the two parties and conduct ~~for~~ onboarding process smoothly.