



UNIVERSITY OF RUHUNA
FACULTY OF MANAGEMENT AND FINANCE

No. of Pages : 02
No. of Questions : 05
Total Marks : 70

061

HRM31413 – INDUSTRIAL RELATIONS AND LABOUR LAW ACADEMIC YEAR 2021/2022

BACHELOR OF BUSINESS ADMINISTRATION HONOURS DEGREE

3000 LEVEL FIRST SEMESTER END EXAMINATION – AUGUST 2022

Three Hours

Answer all (05) questions.

1. Collective bargaining is one of the elements that determine the relationship between employees and employers at the enterprise, industry, and national levels.

a) Define the term collective bargaining.

(Marks 01)

b) Briefly describe the importance of bargaining collectively from employers' and the employee's points of view.

(Marks 04)

c) Explain the conditions of successful collective bargaining.

(Marks 09)

(Total Marks 14)

2. Industrial relations and human resource management take different approaches and it may create a conflict between the two concepts. However, harmonizing the conflict between industrial relations and human resource management can be gained in many ways.

Discuss the validity of the above statement.

(Total Marks 14)

3. Briefly explain whether the following statements are true or false. Your answer should be supported by case laws, or legal provisions of labour legislation if any.

a) When fixed-term contracts are renewed as a matter of practice, it gives an implied promise or understanding that the employer would renew fixed-term contracts at the end of the agreed period.

(Marks 04)

b) An employer is not bound to provide any reasons for a probationer when the probationary employment was terminated either during or at the end of the probationary period.

(Marks 04)

c) Apprentice is liable for damages when the employer breaches the contract of apprenticeship.

(Marks 04)

d) Where a contract for a fixed term is not renewed, the employee would have no claim to reinstatement before a Labour Tribunal.

Marks 02)

(Total Marks 14)

4. Suppose, you have been asked to draw a sketch of a diagram or mind map, or poster on "*Application of labour laws to women in Sri Lanka*" as a part of the assignment. One of the main objectives of this assignment is to use the diagram or mind map or poster as educational material for undergraduates in the subject.

You are required to prepare a diagram or mind map or poster including all the aspects of labour laws applicable to women in Sri Lanka.

Please be confined only to the Labour Laws discussed during the course.

Use only two facing pages of your answer book.

(Marks 14)

5. Briefly discuss any 04 (four) of the following.

(a) Application of gratuity law in Sri Lanka.

(b) Termination of employment.

(c) Retirement benefits under Sri Lankan labour law.

(d) Scope and the application of the amended Shop and Office Employees (Regulation of Employment & Remuneration) Act No. 19 of 1954.

(e) Compensation of employees.

(f) Nature, impact, and settlement of industrial disputes.

(Marks 03.5 X 04)

(Total Marks 14)

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