



UNIVERSITY OF RUHUNA
FACULTY OF MANAGEMENT AND FINANCE

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

BACHELOR OF BUSINESS ADMINISTRATION HONOURS DEGREE

Three Hours

3000 LEVEL FIRST SEMESTER END EXAMINATION - AUG/SEP 2023

HRM31413 - Industrial Relations and Labor Law

Academic Year 2022/2023

Instructions

➔ Answer All (05) questions.

Question 1

a. Define the term "Industrial Relations."

(Marks 02)

b. Briefly explain the approaches of industrial relations.

(Marks 04)

c. "The six pillars of the industrial relations system lay the foundation for a strong and healthy relationship between employers and employees."

Elaborate on the above statement with relevant examples.

(Marks 08)

(Total Marks 14)

Question 2

a. "Collective bargaining is considered one of the peaceful methods that benefits both employers and employees in solving their disputes."

Do you agree with the above statement? Give reasons to your answer.

(Marks 06)

b. "Industrial Relations (IR) and Human Resource Management (HRM) have discrepancies with one another. However, the harmony between IR and HRM is inevitable to achieve employer and employee objectives."

Explain the above statement with relevant examples.

(Marks 08)

(Total Marks 14)

Question 03

"Numerous tests have been suggested and adopted by the courts to decide whether a particular relationship is one of master and servant or one of employer and independent contractor."

Validate the above statement with relevant case laws.

(Total Marks 14)

Question 04

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

- a. Where a contract for a fixed term is not renewed, the employee would have no claim to reinstatement before a Labor Tribunal.
- b. Fixed term contracts cannot be unfixed by notice.
- c. Ayesh is a machine operator, worked at the Aston Garments Pvt Ltd for thirteen-year period and then he retired from his job. Currently 22 employees are working in that organization, and at his termination he is entitled to gratuity under the Payment of Gratuity Act No. 12 of 1983.
- d. Amali is a clerk, working in the office of ACD Textile Manufacturers. She is a pregnant woman, and she is entitled to 42 days as maternity leave as she already got three children.
- e. Perera is working for a private company for 30 years. He was 55 years old on 17th September 2023. The company asked him to work another 2 years in the company, as Perera is a very capable worker. Perera agreed with the company's offer, but he is entitled to claim his EPF as he attained age of 55 on 17th September 2023.
- f. Bus owners of the GK Travelers can form a trade union jointly with their bus drivers.
- g. Asela is the Human Resource Manager of Apex Garments and due to a sudden order, he can employ 20 machine operators including 15 women workers after 10 pm by getting their written consent.

(Marks 02 X 07)
(Total Marks 14)

Question 05

Briefly discuss any 04 (four) of the following.

- a. Mechanisms of participative Management.
- b. Probationary contract and Apprenticeship.
- c. Conditions of successful collective bargaining.
- d. Voluntary arbitration and compulsory arbitration
- e. Factors affecting Industrial relations.
- f. Payment of benefits under the Employees' Trust Fund Act No.46 of 1980

(Marks 3.5 X 04)
(Total Marks 14)



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