



UNIVERSITY OF RUHUNA
FACULTY OF MANAGEMENT AND FINANCE

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

HRM 3141- Industrial Relations and Labor Law

Date : 05.01.2016

Time : 1.30p.m. – 4.30p.m.

BACHELOR OF BUSINESS ADMINISTRATION DEGREE 3000 LEVEL

Three Hours

FIRST SEMESTER END EXAMINATION–DECEMBER 2015 / JANUARY 2016

Instructions:

- ➔ Answer for all questions
- ➔ Candidates will be penalized for illegible handwriting.

1. You are invited as a resource person by the Employers' Federation of Ceylon to deliver a speech on the following statement.

"There is an adversarial relationship between employers and trade unions in Sri Lanka and various reasons can be identified for this adversarial relationship."

Prepare your speech note.

(Marks 15)

2. "It is obvious that globalization has made a huge impact on industrial relation process especially in relation to labour market of any given country. Therefore, employers are needed to respond for this impact by using various methods.

Explain the validity of the above statement.

(Marks 12)

3. Human Resource Manager of ABS garment factory of your village came to know that you have studied the subject of Industrial Relations and Labor Law. Hence, he invited you to explain about following Acts / Ordinances to their employees.

- ❖ Employees' Provident Fund Act, No. 15 of 1958.
- ❖ Shop and Office Employees Act, No. 19 of 1954.
- ❖ Workmen's Compensation Ordinance, No.19 of 1934.
- ❖ Termination of Employment of Workmen (Special Provisions) Act, No. 45 of 1971.

You are required to explain the above mentioned Acts / Ordinances under subsequent headings.

- Objective / Objectives of the Act / Ordinance.
- Covered employment.
- Uncovered employment.
- Benefits.
- Other important aspects of each Act / Ordinance.

(Marks 15)

4. (a) Explain the role of Commissioner of Labor and the Minister of Labor under the Industrial Disputes Act, No. 43 of 1950.

(Marks 06)

- (b) Elaborate the mechanisms of conciliation and arbitration under the Industrial Disputes Act, No. 43 of 1950.

(Marks 08)

(Total Marks 14)

5. Write short notes on any **two (2)** of the following.

- (a) Theories of Industrial relations.
- (b) Contract of service and contract for service.
- (c) Fixed term contract and Probationary employment.

(07 Marks each)

(Total Marks 14)

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