

	UNIVERSITY OF RUHUNA FACULTY OF MANAGEMENT AND FINANCE	No. of Pages : 02 No. of Questions : 05 Total Marks : 70
	HRM3141 – INDUSTRIAL RELATIONS AND LABOUR LAW	
BACHELOR OF BUSINESS ADMINISTRATION HONOURS DEGREE		Three Hours
3000 LEVEL FIRST SEMESTER END (REPEAT/ OLD SYLLABUS) EXAMINATION – AUGUST 2022		
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. Participative management serves the success of an organization and an employee in many ways. However, this mechanism does not always provide benefits for an organization as expected.

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

(Total Marks 14)

4. 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)

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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