



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(REPEAT/OLD SYLLABUS)
EXAMINATION - AUG/SEP 2023

HRM 3141 - 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)

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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

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 to your answer.

(Total Marks 14)

Question 05

Briefly discuss any **04 (Four)** of the following.

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

(Marks 3.5 X 4)

(Total Marks 14)
