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**UNIVERSITY OF RUHUNA**  
**FACULTY OF MANAGEMENT AND FINANCE**  
**BACHELOR OF BUSINESS ADMINISTRATION DEGREE**  
**3000 LEVEL 1<sup>st</sup> SEMESTER END EXAMINATION**  
**(REPEAT/OLD SYLLABUS)**  
**(NOVEMBER/ DECEMBER 2021)**

**HRM 3141– INDUSTRIAL RELATIONS AND LABOR LAW**

**DURATION: THREE HOURS**

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**The Question Paper contains 05 questions.**

**Answer all (05) questions.**

1. Maintaining good industrial relations at the enterprise, industry and national level has a significant effect on the socio-economic development of a country. However, poor industrial relations may adversely affect the business development.
    - (a) Define the term industrial relations.

(Marks 02)
    - (b) Describe the factors influencing industrial relations.

(Marks 04)
    - (c) Based on the above statement, explain the organizational, economic, societal, and political causes of poor industrial relations with relevant examples.

(Marks 08)
- (Total Marks 14)

2. Contradictions between Industrial relations (IR) and Human Resource Management (HRM) restrain the harmony of HRM and IR in an organization. Nonetheless, the conflict between HRM and IR of an organization can be strategically reconciled.

Evaluate the validity of the above statement.

(Marks 14)

3. Participative management plays a critical role in developing labor-management relations at the enterprise level. However, mechanisms of participative management may be disadvantageous to the organization.

(a) What is participative management?

(Marks 02)

(b) Explain different mechanisms of participative management and the ways of making those mechanisms more effective.

(Marks 06)

(c) Discuss the positive and negative effects of participative management.

(Marks 06)

(Total Marks 14)

4. Suppose, you have been invited to a poster competition on “Industrial Relations and Labour Law in Sri Lanka”. One of the main objectives of this competition is to educate employers and employees in the non-governmental sector in Sri Lanka on their legal protections and entitlements.

You are required to prepare a diagrammatic poster including all the elements of labour laws of Sri Lanka that apply to Industrial Relations for the competition. 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 explain whether the following statements reflect the correct legal position. Your answer should be supported with relevant provisions of labour legislation and decided cases, if any.

- (a) Any woman who delivers a child would get equal treatment.
- (b) It is important to distinguish “a contract of employment” from “a contract for service”.
- (c) Every worker whose employment has been terminated is entitled to gratuity.
- (d) A worker who met with an accident is not automatically entitled to compensation.
- (e) There is no significant impact whatsoever by an unresolved industrial dispute.
- (f) Employees covered under Shop and Office Employees Act and Wages Board Ordinance get equal benefits.
- (g) In Sri Lanka, there are no compulsory retirement benefit schemes.

(Marks 02X07)  
(Total Marks 14)

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