



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

3000 LEVEL FIRST SEMESTER END EXAMINATION – AUG/SEP 2025

Three Hours

HRM31413 INDUSTRIAL RELATIONS AND LABOUR LAW

Academic Year 2024/2025

Instructions

- ➔ The question paper contains 05 questions.
- ➔ Answer **all (05)** questions.

Question 1

Why do Human Resource Management (HRM) and Industrial Relations (IR) differ in their scope regarding their focus on individual versus collective needs in the workplace?

(14 Marks)

Question 2

A manufacturing company is experiencing frequent quality issues on its production line, and management notices low morale among the production staff. The company wants to address these problems with employee participation.

How can employees actively participate in solving these quality issues using methods learned in the course?

Briefly describe how each method could be applied in this scenario.

(14 Marks)

Question 3

Nethuni is an undergraduate, and she is not certain about the accuracy of the answers to the following statements. She needs your assistance to determine the accuracy of the following statements. You are required to support your answers with relevant provisions of labor legislation and decided cases, if any.

- (a) Termination of Employment (Special Provisions) Act No.45 of 1971 applies to all types of terminations.
- (b) The same workman can claim gratuity under both the Payment of Gratuity Act No.12 of 1983 and the Labor Tribunal.
- (c) A child is prohibited from engaging in any kind of employment in Sri Lanka.
- (d) Shop and office employees who are covered by the Shop and Office (Regulations of Employment & Remuneration) Act No.19 of 1954 are entitled to annual leave from the first year of employment.

- (e) A workman can make an application to the Labor Tribunal when his/her service is terminated.
- (f) An employer can employ women workers at night in an industrial undertaking as they wish.
- (g) An employee can withdraw money from the Employees' Trust Fund only in a few instances.

(02 marks each)
(Total Marks 14)

Question 04

Dahami is an Assistant Labor Commissioner in the Matara District, and she has been invited to conduct a lecture on "*Mechanisms of Industrial dispute resolutions of Sri Lanka*" for operational-level employees of Sithuwam Manufacturers (Pvt) Ltd.

You are required to prepare the lecture on behalf of Dahami by focusing only on the relevant labor legislation of Sri Lanka.

(Total Marks 14)

Question 05

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

- (a) Conditions for Successful Collective Bargaining.
- (b) Elements of an Industrial Relations System.
- (c) Approaches of Industrial Relations.
- (d) Differences between Contract of Service and Contract for Service.
- (e) Unfair labor practices under the Industrial Disputes Act No.43 of 1950.
- (f) Instances where an employer is not liable to pay compensation under the Workman Compensation Ordinance No.19 of 1934.

(03.5 marks each)
(Total Marks 14)

Moderated *ful*
20.08.2025

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