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**THE OPEN UNIVERSITY OF SRI LANKA**  
**MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT**  
**PROGRAMME 2010-2012**  
**FINAL EXAMINATION -SEMESTER 01, AUGUST 2011**  
**MCP 2139-EMPLOYEE RELATIONS AND LAWS GOVERNING EMPLOYMENT**  
**DURATION -03 HOURS**

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**DATE: 20.08.2011**

**TIME: 1.30-04.30 P.m.**

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**(Answer five questions including question number 01 which is compulsory. Illegible handwriting is liable to lose marks.)**

1. Give short answers to the following questions
  - i. What are the conditions related to fines imposed by Shop and Office Employees' Act?
  - ii. What are the maternity benefits provided under Shop and Office Employees Act?
  - iii. What is the retirement age for shop and office employees according to the Act?
  - iv. What is the payment for working on a public holiday, according to the Shop and Office Employees Act?
  - v. Can an employer restrict employees from engaging in other businesses? Briefly explain your answer.
  - vi. List four parties who are not covered under Employees Trust Fund (ETF).
  - vii. List four parties who are not covered under Employees Provident Fund (EPF).
  - viii. When can employees claim their ETF money?
  - ix. When can employees claim their EPF money?
  - x. Do you think resorting to strike action is a legal right of the employees? Briefly explain your answer. (04 marks per each/Total 40 marks)
  
2. Mr. Amal Fernando was employed as an Accounts Clerk in a furniture manufacturing company. One day Mr. Sirimal Gamage, the Head of Administration got a complaint from Ms. Piyumali Perera, the Accountant, about misappropriation of some funds in the Accounts Department. The complaint was made against Mr. Amal Fernando. Mr. Sirimal Gamage seeks your advice in handling this complaint. How would you advise Mr. Sirimal Gamage?  
(15 marks)

3. Ms. Kamani Soysa was appointed as a temporary clerk by Greenbridge institute on 01/04/2008. Greenbridge institute is an educational institute. Ms. Soysa was clearly communicated in writing that her appointment was temporary and her employment was for a period of one year only (till 31/03/2009). However, after one year, Greenbridge institute renewed Ms. Soysa's appointment by another two years (till 31/03/2011). After serving about one year under the renewed contract, Ms. Soysa became pregnant. When the management of Greenbridge institute got to know of Ms. Soysa's situation, they asked her to leave the institute by 01/07/2010, stating that the institute no longer needs her services. Ms. Soysa made a complaint to the Labour Tribunal alleging unfair termination, stating that her service had been terminated due to her pregnancy. Ms. Soysa pleaded that she be reinstated in her position in the institute.
- i. What is Ms. Soysa's actual nature of employment? Explain your answer in relation to relevant laws.

(10 marks)
  - ii. What would be the award of the Labour Tribunal? Give reasons for your answer.

(05 marks)
4. What are the key dimensions of managerial values? Explain how managerial values influence employee relations in contemporary organizations.

(15 marks)
5. Briefly outline the difference between the 'pluralist' and 'unitarist' approaches to employee relations and discuss using relevant examples how these two approaches have changed in the context of globalization.

(15 marks)
6. Critically review the role of the state as an actor in the process of employee relations. Do you think that the state should play a more active role? Give reasons.

(15 marks)