

The Open University of Sri Lanka
Master of Business Administration in Human Resource Management 2010-2012
Final Examination 2012 – Semester I
MCP2139- Employee Relations and Laws Governing Employment
Duration – 03 Hours



Date: 19th February 2012

Time: from 1.30 p.m. to 4.30 p.m.

Instructions: Answer four (04) questions including questions No. 1, 2 and 3 and either 4 or 5. Your answers must be focused and legible. Numbering of the answers in your answer script should follow the numbers assigned to the questions in the paper. Illegible hand writing is liable to lose marks.

1. Provide answers to the following questions

- i. What are the leave entitlements of shop and office Employees?
- ii. Who are excluded from the coverage of the Employees Trust Fund Act?
- iii. Who are excluded from the coverage of the Employees Provident Fund Act?
- iv. What are the working hours of shop and office employees?
- v. How would a shop and office employee get entitled to weekly holidays?
- vi. What is the retirement age of shop and office employees?
- vii. When can an employee withdraw his money from the Employees Trust Fund?
- viii. What are the other benefits an employee gets from the Employees Trust Fund?
- ix. How would an employee get entitled to gratuity under Payment of Gratuity Act?
- x. What are the limitations on fines as specified under Shop and Office Employees Act?

2. 'Double super' is a supermarket situated in the heart of Colombo. Amali who is a sales assistant at the supermarket, was late to report to work one day.

"Amali, you are late again to work. I have noticed you being late to report to work 2 days during this week. I am sorry. I have to take sterner action regarding your behaviour. It is becoming a habit. You are suspended for a week" said the supermarket Manager angrily.

"Please do not do that sir, I have a very serious family problem at home these days. My mother is not well, and I have to do all the housework in the morning. That is why I was late. And anyway, there are so many others here, who report to work late. You are not doing anything about them. You are suspending only me. That is unfair" said Amali.

“I do not know about others. But, I have noticed your habitual later attendance. And if others are doing the same, I will deal with them in the same manner as well” retorted the Manager.

Amali went home angrily. As she left the Manager’s office, she was heard telling the Office Aide that she will complain about this to the trade union.

- i. Do you agree with the manner the situation was handled by the Manager? Explain your answer taking into consideration the ‘Hot Stove Rule’.
 - ii. What are the repercussions of this manner of handling misconduct among employees?
 - iii. If you are the manager of ‘Double Super’, how would you handle this situation?
3. Explain your answers to the following questions in brief
- i. Can an employer restrict an employee from marrying for a certain period of time, while in employment with the said employer?
 - ii. Can an employer transfer an employee to another location at the employers’ sole discretion?
 - iii. Can an employer take action against an employee for engaging in any outside business while in employment with the said employer?
 - iv. Can an employer restrict an employee from joining a trade union?
 - v. Can a probation period of an employee be extended?
4. The industrial relations approach stood for *pluralism* as a means of maintaining sound employer-employee relations while human resource management concepts and practices promotes the *unitarist approach* to achieve the same goal. Do you agree? Give reasons for your answer.
5. Critically review the role of trade unions, employers and the government in promoting effective employee relations as well as descent work in the context of a business environment which is subject to the influence of globalization.

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