



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

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## HRM 31413: Industrial Relations and Labour Law

Level: 3000

Number of Credits : 03

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### Course Description

Industrial relations and labor law is one of the significant concerns of employment relationships. This course provides an understanding of industrial relations and the application of labour laws in an industrial setting of Sri Lanka.

### Intended Learning Outcomes

At the end of the course, the student will be able to;

- Explain the concepts, principles, theories, and methods of industrial relations,
- Determine the labour laws pertaining to industrial relations,
- Discuss different methods used to maintain the industrial relations in enterprise, industry and the national level,
- Apply the concepts of industrial relations and labour laws in regulating industrial relations,
- Evaluate the efficacy of concepts and principles of industrial relations and labor law.

### Teaching/Learning Methods

Lectures, group discussions, workshops, case studies and site visits

### Methods of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

### Course Contents

1. Introduction to industrial relations and labour law
2. Collective bargaining
3. Trade unionism and industrial relations
4. Worker's participation in management
5. Conflict between human resource management and industrial relations
6. Contract of employment
7. Selected labour legislations in Sri Lanka
8. International labour standards
9. Issues and future trends in industrial relations and labour law

### Recommended Readings

1. Amarasinghe, E.F.G. (2011). Employee Relations in Sri Lanka, Amarasinghe, E.F.G.
2. De Silva, S.R. (1998). Contract of employment monograph No 04, (Revi Edi), Employers' Federation of Ceylon.
3. De Silva, S.R. (2004). Transformation of Labour Law and Relations, (1<sup>st</sup> Edi), A Stamford Lake publication.

## **Statutory References**

1. Employees' Provident Fund Act No. 15 of 1958.
2. Employees' Trust Fund Act No. 46 of 1980.
3. Employment of Women, Young Persons, and Children Act No. 47 of 1956
4. Factories Ordinance No.45 of 1942.
5. Industrial Disputes Act No. 43 of 1950.
6. Maternity Benefits Act No. 32 of 1939.
7. Payments of Gratuity Act No.12 of 1983.
8. Shop and Office Employees' Act No. 19 of 1954.
9. Termination of Employment of Workmen (Special Provisions) Act No. 45 of 1971.
10. Trade Unions Ordinance No. 14 of 1935.
11. Wages Board Ordinance No.27 of 1941.
12. Workmen's Compensation Ordinance No.19 of 1934.