

Eastern University, Sri Lanka
Faculty of Commerce and Management

Final Year - Second Semester Examination in BBA/COM (Specialization in Human
Resource Management) 2007/08 (March/April 2009) Proper

HRM 4123 Human Resource Management and Practice

Answer all questions

Time: 03 Hours

1. Case Study:

Mr. Kamaladhasa, the Managing Director of Creative Advertising Co. (Pvt.) Ltd., wrote to the Commissioner of Labour seeking advice on the following matters:

Dear Sir,

My confidential secretary has deserted her post from 01/10/2007 and I am informed that she has had a baby boy on 15/10/2007. She had an affair with one of my clerks, a married fellow. I advised her against the affair, but it was no avail. I had to sack the clerk for this act of gross misconduct and the matter is pending in the Labour Tribunal. My secretary is not to be blamed, but, she now has an illegitimate child.

She was on unauthorized leave from 01/10/2007, and when she reported me today, i.e. 15/01/2008 for work, I told her to get out as she has brought disrepute to my organization. Now, I find that she had gone to her Trade Union and now I have a letter on my table, demanding –

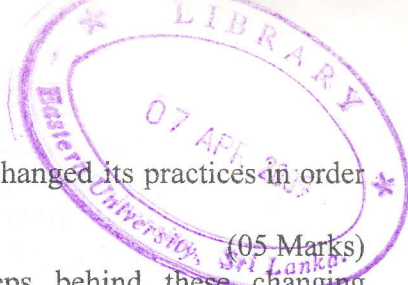
- (a) maternity benefits
- (b) re-instatement with back pay
- (c) overtime payment for working on four Sundays in July 2007
- (d) double pay for working on National Heroes' Day
- (e) Employees Provident Fund (EPF) for the six months probationary period
- (f) Budgetary Relief Allowance for the entire working period

I do not want to pay her for her maternity because the baby is illegitimate. I do not want to take her back as she has brought disrepute to my organization. She worked on Sundays and she was agreeable to take only a day off in lieu. For working on the National Heroes' Day she can be paid. No EPF was paid as she was on probation and that was one of the terms of contract. However, the Employees Trust Fund (ETF) was paid.

I shall be thankful, if you advise me at your earliest convenience, please.

Questions:

- a. What are the Labour Laws applicable in this case? (04 Marks)
- b. 'The legitimacy of a child will not be considered for the payments of maternity benefits; it is dependent on whether there was a confinement.' – Do you agree with this? Why? (08 Marks)
- c. 'No EPF was paid as the private secretary of the Managing Director was on probation and that was one of the terms of contract' – it was mentioned in the letter to the Commissioner of Labour. But, it is not acceptable because, the EPF should be paid right from the date of engagement.
- I. Do you agree that the work of the private secretary is under covered employment? (08 Marks)
- II. What are the percentages of contributions from the establishment and the private secretary? (04 Marks)
- (Total 24 Marks)
2. a. How many kinds of offences in the Disciplinary Procedures for the public Sector? What are they? What are the reasons for the offences considered in the Second Schedule? (07 Marks)
- b. Who is the primary disciplinary authority in the public sector? To whom the powers are vested from the primary disciplinary authority with regard to disciplinary action? (06 Marks)
- c. What are the important subordinate legislations that a public servant should be familiar with? and Why? (06 Marks)
3. a. Why is it necessary to study about Government in dealing with H.R issues? and what are the main responsibility of a Government in regard to the labour market? (07 Marks)
- b. What are the different levels of the country's administrative apparatus in Sri Lanka? (03 Marks)
- c. What do you understand by the following terms? Explain
1. Public Policy 11. Public Administration 111. Public Management (09 Marks)



4. a. Identify two government institutions which recently changed its practices in order to improve its level of performances in Sri Lanka. (05 Marks)

b. Briefly explain the management principles/ steps behind these changing practices. (05 Marks)

c. Discuss “the role of the following in terms of Human Resource Management in the Public Service in Sri Lanka”.

a. Cabinet

b. Public Service Commission

c. Ministry of Public Administration and Home Affairs (09 Marks)

5. a. Who are responsible for the following HRM functions in Central Government in Sri Lanka?

1. Overall Government Policy

2. Pay and Pension

3. Development and conditions of service for public servants, transfer

4. Appointment, Promotions, Discipline

5. Training and Development (06 Marks)

b. Do you agree or disagree that the rapid decentralization of HRM functions may increase the overall government performances? Why? (06 Marks)

c. What do you understand by the term “Executive Power”? Give an example and discuss its implication in Sri Lanka (07 Marks)