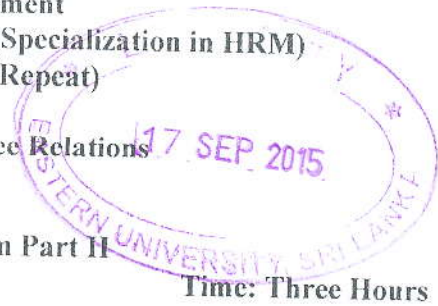


Eastern University, Sri Lanka
Faculty of Commerce & Management
Third Year Second Semester Examination in BBA (Specialization in HRM)
2012/13(July/August 2015) (Proper/Repeat)

HRM 3013 Employee Law and Employee Relations



Answer for only 03 questions from Part I and 01 question from Part II

Time: Three Hours

Part I

- Q1. I. What are the sources of Law?
II. What are the rules for the Interpretation of Statutory?
(Total 25 Marks)
- Q2. I. What are the general Nature of the Legal Systems in Sri Lanka?
II. Kandyan Law is a Territorial Law or Personal Law. Explain this legal aspect.
(Total 25 Marks)
- Q3. I. What are the Provision of the "Retrenchment" of workmen from Services?
II. Explain the Growth of the Employees Law in Sri Lanka.
(Total 25 Marks)
- Q4. What do you understand by the following expression under the Industrial Dispute Act?
I. Employer
II. Employee
III. Employment
IV. Dispute
(Total 25 Marks)

Part II

Q1. Explain the differences between the provision of Employee Provident fund and Employee Trust.

(Total 25 Marks)

Q2. The person "A" one of the workman in the "Salan" (PVT) Co.Ltd. In the course of Employment he got injury the result of the injury he was become permanent disablements.

I. What is the liable to the Employer in accordance with in the "Work Men Compensation Ordinance"?

II. In this connection, what are the duty and power of commissioner of Labour?

(Total 25 Marks)