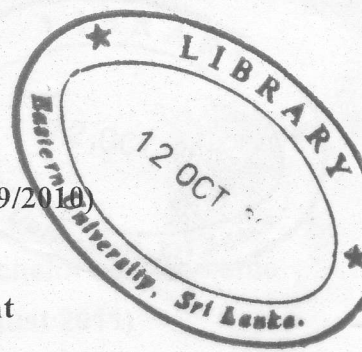


EASTERN UNIVERSITY, SRILANKA
Faculty of Commerce and Management
Third Year/First Semester Examination in BBA (2009/2010)
(August, 2011) Proper/Repeat
Specialization in Human Resource Management
HRM 3013 –Employee Law Employee Relations



Answer all five questions

Time: 03 hours

- Q1** Nathan is a employee under the Lanka Building Company (Private) Ltd. In the course of employment Nathan falls from the roof of the building. There result of the personal injury he suffers permanent disablement.
- a) What are the remedies to Nathan under the workmen compensation Act. (iMarks 10)
- b) Analysis the power of the commissioner of the labour under this Act. (Marks 10)
- Q2** Exxon construction Co. (Pvt) Ltd. is functioning since 1975. The work force of the company is 20 nos. From 1975 Kanthan is one of employee under the company and he resigned in the year of 2010. His last monthly salary was Rs. 25000/=
- a) Under the payment of gratuity Act. is he entitle for gratuity (Marks 10)
- b) If so calculate the amount of the gratuity (Marks 10)
- Q3** Give the statutory provision of the
- i. Shop and office Act. (Marks 05)
- ii. Retrenchment of workers (Marks 05)
- iii. Condition of strict under the Trade Union Ordinance (Marks 10)
- Q4** i. What are the main provisions of the employee provident fund Act. (Marks 05)
- ii. What are the main object of the employee trust fund Act. (Marks 05)
- iii. What are the difference between E.P.F and E.T.F (Marks 10)
- Q5** What is the legal effect of?
- a) stay in strike (Marks 05)
- b) Go slow (Marks 05)
- c) Explain the meaning of 'Just and equitable remedy' (Marks 05)
- d) What are the remedies available under the Labour Tribunal (Marks 05)