

**An Evaluation of Labour Management Relationship (LMR)
of Non-Academic Staff in Eastern University Sri Lanka**

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THURAIRAJAH PRASHANTHAN

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**DEPARTMENT OF MANAGEMENT,
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Abstract

Evaluation of Labour Management Relationship (LMR) is vital in determining whether an organisation reaches its goals and objectives successfully. This project report studies the evaluation of LMR of non-academic staff in EUSL from the perspective of employees.

For the perspective taken in this article a working definition of LMR would be as follows :

"The continuous relations both between workers and management and between workers' organizations and managers in an organization" (Opatha, 2001)

It seems that there is a gap in the empirical knowledge available about the effects of extent of co-operation, extent of participation, degree of understanding mutual goals or interests, degree of disputes, degree of collective agreements, level of absenteeism & worker turnover and level of grievances on the LMR in the organizational context from the perspective of employees (non-academic staff).

The structured questionnaire was used to collect primary data in this study. Direct observations and friendly discussions were also contributed here to accomplish this project report.

From the study the LMR of non-academic staff is moderate, causes of problem finding might be external. This project report recommends some useful suggestions from the findings of the study to maintain sound LMR in specific as well as general.

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