



Faculty of Management and Finance
Bachelor of Business Administration Honours in Human Resource Management
Degree Programme
Course Unit Information Sheet

Course Code		HRM 31523			
Course Name		Industrial Relations and Labour Law			
Semester		3000 Level - Semester I			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 Hours		105 Hours	
Course Description Industrial Relations and Labour Law has an inseparable nexus with human resource management. This course equips students with an in-depth understanding of industrial relations and the application of labour laws in an industrial setting of Sri Lanka considering theoretical and practical aspects of the dynamic environment.					
Intended Learning Outcomes				PLO Alignment	
At the end of the course unit, the student shall be able to,					
1. Explain the concepts, elements, theories, methods, and contemporary issues of industrial relations.				1	
2. Identify the labour law pertaining to industrial relations.				1, 2	
3. Discuss different methods used to maintain industrial relations at the enterprise, industry, and national levels in Sri Lanka.				1, 18, 20	
4. Apply the concepts of industrial relations and labour law in a practical setting.				15, 19, 20	
5. Evaluate the efficacy of concepts and principles of industrial relations and labour law.				18, 19	
Course Content				Hours	ILOs
1. Introduction to Industrial Relations				3	1
2. Interplay between Human Resource Management and Industrial Relations				3	1, 4
3. Elements of Industrial Relations				3	1, 3
4. Trade Unionism and Industrial Relations				3	1, 2, 3
5. Employee Involvement and Participation				3	1, 3
6. Contemporary Issues in Industrial Relations				3	1, 5
7. Legal Framework of Industrial Relations				3	2
8. Contract of Employment				6	2, 4
9. Selected Labour Legislation in Industrial Relations				12	2, 4
10. Role of the International Labour Organisation				3	3
11. New Paradigms of Industrial Relations and Labour Law				3	5

Teaching Methods		
Lectures, Group discussions, Workshops, Case studies/Problem-based learning, and Field visits.		
Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total: 100%
Recommended Reading		
1. <i>Handbook of Industrial Relations</i>. Employers' Federation of Ceylon. The latest edition. 2. Salamon, M. <i>Industrial Relations Theory and Practice</i>. Financial Times Prentice Hall. The latest edition. 3. Amarasinghe, E.F.G. <i>Employee Relations in Sri Lanka</i>, Author publications. The latest edition. 4. De Silva, S.R. <i>Contract of employment monograph No 04</i>. Employers' Federation of Ceylon. The latest edition. 5. De Silva, S.R. <i>Transformation of Labour Law and Relations</i>. A Stamford Lake publication. The latest edition. 6. Selected Labour Legislations in Sri Lanka related to Industrial Relations. The latest edition.		