

MASTER OF ARTS
IN LABOUR STUDIES

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SRI LANKA.

**THE INDUSTRIAL JURISPRUDENCE OF SRI LANKA AND
MODERN PRINCIPLES OF HUMAN RESOURCES MANAGEMENT
IN RELATION TO TERMINATION**

BY

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ABSTRACT

Labour study is relatively a modern subject. In the conventional educational systems this discipline was unheard. because at the inception no one bothered about the working masses. The collective efforts of the working masses and due to the agitations they made due recognition and importance of LABOUR as a factor of production has been accepted in the recent past.

Law as a discipline played a vital role in this regard by creating an equilibrium between the employer and the employee by recognising equity as the source. Yet it is obvious and it can be obviously assumed that there are lacunae in the legal sphere itself. These lacunae should be filled to create a more humanised industrial environment.

On the other hand the concept of management has emerged. It tries to get the maximum utility out of the resources available. This has become an essential element of the modern industrial environment. Thus the management science has identified various specific areas of management. They are production, financial, material, marketing and the newly emerged subject of Human Resources Management formerly known as personnel management. This new sphere of management has been influenced by the principle of Behavioral Science, Sociology, Anthropology, and the basic concepts of Management Science.

Human Resources Management has given due recognition to the people working in an organization and tries to improve the quality of its human capital by treating it as a unique resource that starts the other resources. The goals of organization are realized through its working people. Thus the concept of Human Resources Management tries to improve the quality and the utility of the working human while helping them to achieve their quality of working lives.

Unlike in the old days now the people of an organization are not treated as individuals who try to earn something from the organization for the sake of survival and who should

be dealt and governed according to the rules of the law. Now the management of people is not done with blinkers on. The success of Japan and its approach towards the working human has tended to develop various new approaches towards man management. From the point of view of management it will have to invest to improve the quality of its human resource and it has to achieve the maximum output and utility out of the same while providing a harmonized working environment.

Thus the management science has developed in to a greater extent and it tries to protect the workers of the organization as well as the organization itself whereas the law tries to protect the individual rights of the worker, only by enforcing rules and regulations.

This is more visible under the termination of employment where the present management science tries to protect a worker and helps to develop a career in the organization while the law is trying to protect the services of the worker who has been terminated.

This study which is mostly based on literature and partly based on a research will try to identify how far the law has been able to cater to the needs of the modern industrial environment and whether the law is idling at one point and the other sciences have gone far ahead.

Thus our idea is to try and find out how far the concept of management and law should be mingled together specially in the area of termination to achieve a peaceful industrial environment.

