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THE EFFECTIVENESS OF THE LABOUR TRIBUNALS IN INDUSTRIAL DISPUTES SETTLEMENT AND WORKPLACE DISCIPLINE MANAGEMENT IN SRI LANKA

BY

Mr. A.L.M. Saleeth
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Dr. K. Rajendra (Thesis Supervisor)
Senior Lecturer,
Faculty of Management and Finance,
University of Colombo,
Colombo.

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**Faculty of Management Studies
Rajarata University of Sri Lanka
Mihintale**

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ABSTRACT

The purpose of this research is to measure the effectiveness of the Labour Tribunals in Industrial Dispute Settlement and Workplace Discipline Management in Sri Lanka. Actually, the research is to investigate the impact and influence the Labour Tribunals in the industrial disputes settlement and maintaining the workplace discipline in the context of Sri Lanka.

The objectives of the study are: identifying the present situation of industrial dispute settlement process in Sri Lanka, identifying whether the Labour Tribunals and their procedures are effective and productive enough in labour dispute settlement process, identifying the loopholes and bottlenecks in prevailing labour legislations and labour disciplinary management systems, identifying whether the available Labour Tribunals are adequate to meet and overcome the challenges of increasing industrial disputes and finally identifying a robust mechanism or machinery to enforce the industrial legal implications to avoid specially the delayed remedies in Sri Lanka.

Based on the analyses of data which were collected through various ways in relations to the subject matter; it is proved that the effectiveness and the productivity of the Labour Tribunals are on the verge of decline. It is obvious that only few people have the knowledge of the functions of the Labour Tribunals and the knowledge about the labour rights and privileges while most of them are unaware. The majority people think that the Labour Tribunals are very useful and necessary for the sake of the industrial peace and workplace discipline. And it is crystal clear thought the study, that the Labour Tribunals have very limited powers in handling industrial disputes in Sri Lanka. Further, it is found that the employee's rights and the procedures of the Labour Tribunals should be revised and protected. Most of the people like quick relief and remedies from the Labour Tribunals, and they believe that these relief and remedies are not satisfactory and the Labour Tribunals are not formed in a proper order or in an adequate amount considering the needs and necessities of the general public. There is no doubt that these findings should assists in developing a set of workplace disciplinary procedures and developing strategies to promote the effectiveness of the Labour Tribunals in Sri Lanka.

**CHAPTER 1: LITERATURE REVIEW ON INDUSTRIAL RELATIONS AND
INDUSTRIAL DISPUTES SETTLEMENT**

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