

SC

**AN EVALUATION OF THE LABOUR
MANAGEMENT PROCESS IN SRI LANKAN
PRIVATE SECTOR ORGANIZATIONS (WITH
SPECIAL REFERENCE TO THE APPAREL
INDUSTRY)**

**By
W.R.P.K Fernando
(RP/M Com/93/12)**

**A dissertation submitted to the M.Com Programme of the Department of
Commerce and Financial Management of the Faculty of Commerce and
Management Studies, University of Kelaniya, in partial fulfillment of the
requirements for the Degree of Master of Commerce.**

**M. Com programme, Department of Commerce and Financial
Management, Faculty of Commerce and Management Studies, University
of Kelaniya, Sri Lanka.**

March 2001

ප්‍රවේශ අංකය	537
වර්ෂ අංකය	

Abstract

This study attempts to evaluate both the efficiency and effectiveness of Labour Management Process (LMP) mainly in the apparel industry and to generalise on the outcome for all private sector apparel factories throughout Sri Lanka. In the overall study, six major objectives were selected in this regard. Furthermore, analysing several selected approaches were administered in order to obtain a fuller picture regarding the existing labour management process. Those approaches are pertaining to two main categories such as the systems approach and process approach. Accordingly, the sub-categories that term the part of above two approaches namely, the systems resource approach, the socio- technical systems approach, and the process - systems approach were applied here for the purpose of getting a better understanding of LMP in the respective industry. In addition, a description had been made regarding the interprocess occurring in an organization and their interrelationships and the way of relating them with LMP. In making such a description, the major components of LMP and sub-factors relevant to those components had to be identified and ascertained. As such, the following major components were identified as the variables that should have a direct relationship with LMP; namely, labour planning, labour recruitment and selection, labour development, labour compensation, labour protection and labour relations.

In reviewing and making the feasibility study of efficiency and effectiveness in considering LMP, two well accepted criteria namely, labour turnover and industrial disputes were analysed here.

Besides a framework of the study illustrating the relationship between LMP

and the above mentioned components; the interrelationship among those components and the way of determination of effectiveness relevant to LMP was the major study area of this research.

For the convenience of the analysis a sample representing 25 factories was administered and in order to review the LMP, 33 hypotheses were tested. In analyzing data statistical techniques had to be applied.