

A Study of the Effect of Levels of Collective Bargaining on Bargaining Scope: Evidence from Selected 24 Private Sector Firms in Sri Lanka

Prasadini N. Gamage

Department of Human Resource Management, University of Kelaniya
E-mail: prasadinigamage@yahoo.com

Abstract

This study examined the effect of levels of collective bargaining on bargaining scope of collective agreements of private sector firms in Sri Lanka. The sample of this study that was randomly selected contained twenty four private sector firms out of sample frame of 76 firms which formulated collective agreements with their clerical employees over three year period from 2000-2002. Out of 24 firms 12 were selected from firms which tailored collective agreements under firm level bargaining and the rest of 12 were selected from the firms which tailored collective agreements under industry level bargaining. The main objective of this study was to identify the relationship between the levels of collective bargaining and bargaining scope of the collective agreements. Bargaining scope was measured by using (Witney & Sloan (1995) revision of a sheet including different elements of bargaining scope. Collective bargaining was considered under two bargaining levels; firm & industry level. Bargaining scope was analyzed in to four dimensions: Wage Concessions, Benefit Concessions, Administrative Issues, Institutional Issues. The statistical results of this study revealed under firm level bargaining bargaining scope is wider than under industry level.

Key Words: Collective Bargaining, Bargaining Scope, Firm Level, Industry Level, Collective Agreement, Wage Concessions, Benefit Concessions, Administrative Issues, Institutional Issues