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**Institute of Human Resource Advancement**  
***University of Colombo, Sri Lanka***

**Bachelor of Labour Management Degree Programme - 2024/25 (English Medium)**  
**Year III (Semester II) 1<sup>st</sup> Repeat Examination**  
**(Held in February 2025)**

**BLM 3231 - Labour Economics**

**Instructions to the Candidates**

- (1) Answer any five (05) questions.
- (2) Time allocated for the examination is three (03) hours.
- (3) This paper consists of seven (07) questions and three (03) pages.
- (4) Write your index Number on all pages of answer scripts.
- (5) If a page or a part of this question paper is not printed properly, please inform the Supervisor immediately.

### Question 01

- 1) Explain how the labour market differs from the other types of markets. (05 Marks)
  - 2) Define the law of diminishing returns of labour. (05 Marks)
  - 3) Explain the equilibrium in the labour market (05 Marks)
  - 4) Explain the substitution and income effects of wage increase. (05 Marks)
- (Total 20 Marks)

### Question 02

- 1) What is the unemployment rate? Explain (05 Marks)
  - 2) Explain the mechanism of equilibrium in the competitive labour market (05 Marks)
  - 3) How do you explain the behaviour of the labour market in Sri Lanka (05 Marks)
  - 4) Explain the behaviour of the labour force in the period of the economic crises in Sri Lanka (05 Marks)
- (Total 20 Marks)

### Question 3

- 1) How can individuals maximize their utility over work and leisure? (05 Marks)
- 2) What is the Marginal Rate of Substitution and Wage Rate? Explain in detail (05 Marks)
- 3) What kind of relationship should there be between Sri Lanka's labour market and Sri Lanka's education system? (05 Marks)
- 4) What are your thoughts on labour market and existing wage structures in Sri Lanka? (05 Marks)

### Question 04

- 1) What is the Labor Demand Curve? Explain in detail (05 Marks)
  - 2) What Causes the Labor Supply Curve to Shift? Explain (05 Marks)
  - 3) What are the determinants of productivity? Describe (05 Marks)
  - 4) Explain the linkages of land and capital markets with the labour market. (05 Marks)
- (Total 20 Marks)

**Question 05**

- 1) Why can unemployment exist at any point in time?  
(05 Marks)
  - 2) What is the natural rate of unemployment?  
(05 Marks)
  - 3) What are the determining factors for the natural rate of unemployment?  
(05 Marks)
  - 4) What are the determining factors for the unemployment in Sri Lanka  
(05 Marks)
- (Total 20 Marks)**

**Question 06**

- 1) Explain the relationship between education and labour migration? explain  
(5 marks)
  - 2) How does the ability of labour unions and changes in wage structures have an impact on a country's economy?  
(5 marks)
  - 3) What are the forms of trade union struggles and labour productivity in a country like Sri Lanka?  
(5 marks)
  - 4) Explain trends in the labour market in Sri Lanka  
(5 marks)
- (Total 20 Marks)**

**Question 07**

- 1) What are the possible ways of increasing the female labour force participation in Sri Lanka  
(5 marks)
  - 2) In what ways does the increase in tax rates affect the supply of labour?  
(5 marks)
  - 3) Explain how economically active populations differ from economically inactive populations  
(5 marks)
  - 4) What steps can be taken to prevent active groups of Sri Lanka's workforce from going abroad?  
(5 marks)
- (Total 20 Marks)**

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**Bachelor of Labour Management Degree Programme - 2024/25 (English Medium)**

**Year III (Semester II) 1<sup>st</sup> Repeat Examination**

**(Held in February 2025)**

**BLM 3232 – Literary Criticism**

**Instructions to the Candidates**

1. This paper consists of Seven (08) questions and Two (02) pages.
2. Answer only for Five (05) questions.
3. The time allocated for the examination is Three (03) hours.
4. Write your Index Number on all pages of answer script.
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1. Discuss the role of literary theories in evaluating a literary creation. (20 marks)
2. Explain the following.
  - a. What is literary criticism? (10 marks)
  - b. Discuss the functions of a critic. (10 marks)
3. "Imaginations, emotions, freedom and individualism were some of the focal points for the Romantic writers". Discuss this statement by giving examples. (20 marks)

or

"Romantic poets insist on writing in open forms growing out of the writing process, rather than being fitted into any pre-existing forms". Discuss this statement. (20 marks)

4. "Elements of Marxism can be seen in many of Charles Dickens's writings". Discuss this statement by giving examples from Charles Dicken's Oliver Twist. (20 marks)
5. Briefly explain the fooling topics.
  - a. Fundamental themes of feminist writers. (10 marks)
  - b. The waves of feminism. (10 marks)
6. "Modernism encourages the writers and poets to be innovative in their writing and experiment with new writing styles" Discuss. (20 marks)
7. Briefly explain what realism is and the characteristics of realist writings. (20 marks)
8. Write short notes on any two of the following topics.
  - a. William Wordsworth
  - b. What is criticism?
  - c. Romanticism vs Neo-classicism
  - d. Russian formalism
  - e. Stream of consciousness (20 marks)



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**BLM 3233 – Management Information System**

**Instructions to the Candidates**

- (1) All questions are compulsory
- (2) Time allocated for the examination is three (03) hours.
- (3) This paper consists of Five (05) questions and Two (02) pages.
- (4) Write your index Number on all pages of answer scripts.
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1. A. What is a system? Provide 03 examples. **(08 marks)**  
B. Explain the main components and its functions in a computer-based information system. **(12 marks)**  
**(Total 20 marks)**
2. A. Explain the types of computer-based information systems against an organizational hierarchy with distinguishing main functionalities of each system. **(08 marks)**  
B. Explain the main components and its functions in a computer-based information system. **(12 marks)**  
**(Total 20 marks)**
3. A. Explain how an organization can use Management Information Systems to achieve Competitive Advantage. **(08 marks)**  
B. List and explain the primary activities of the Value Chain. **(12 marks)**  
**(Total 20 marks)**
4. A. List the E-Business models available using a diagram. **(08 marks)**  
B. Explain the difference between E-Commerce, E-Business and E-Marketing with an example. **(12 marks)**  
**(Total 20 marks)**
5. A. What are the key ingredients of a Business Model? **(08 marks)**  
B. List the components of Booms and Bitners Marketing Mix. **(12 marks)**  
**(Total 20 marks)**



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**BLM 3234 – Contemporary Issues in Labour Markets**

**Instructions to the Candidates**

1. This paper consists of Seven (07) questions and Three (03) pages.
2. Answer only for Four (04) questions.
3. The time allocated for the examination is Three (03) hours.
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### Question 01

The Labor market has been closely linked to the dynamism of environment.

- i. Discuss the current trends in the Sri Lankan labor market and provide relevant information and facts. (10 Marks)
- ii. What proposals could you put forward to policymakers to keep up with the trend above? (15 Marks)

**(Total 25 marks)**

### Question 02

The Labor market composition has changed drastically, and the weight of child labor has become highly concerning in developing countries.

- i. Discuss the repercussions of using child labor for an economy and its society. (10 Marks)
- ii. What are the strategies you suggest to mitigate the issues of child labor in Sri Lanka? (15 Marks)

**(Total 25 marks)**

### Question 03

- i. Recognize the consequences of migration for the labor market related issues. (10 Marks)
- ii. What are the different types of migration? Discuss with examples and their effects on the local labor market. (15 Marks)

**(Total 25 marks)**

### Question 04

- i. Discuss the issues faced by Asian migrants in western labor market. (10 Marks)
- ii. Elaborate the challenges for expatriates operating in the local labor market? (15 Marks)

**(Total 25 marks)**

#### **Question 05**

- i. Explain the importance of the repatriation process for an expatriate, an organization and the macro economy. (10 marks)
- ii. Evaluate the use of Chinese and Indian labor in Sri Lankan labor market. (15 Marks)

**(Total 25 marks)**

#### **Question 06**

- i. What are the issues associated with females at work? Recognize them with suitable examples. (10 Marks)
- ii. Recognize and propose possible strategies to mitigate problems faced by the females at work (15 Marks)

**(Total 25 marks)**

#### **Question 07**

- i. Recognize the impact of harassments against males at work setting and provide appropriate examples (10 Marks)
- ii. How to mitigate the harassments at work? Provide possible examples. (15 Marks)

**(Total 25 marks)**

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**BLM 3235 Audit Practices and Taxation**

Instructions to the Candidates

- (1) All questions are compulsory
- (2) Time allocated for the examination is three (03) hours.
- (3) This paper consists of five (05) questions and Four (04) pages.
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### Question 1

The objective of the assurance engagement is to provide assurance to the intended users of the information.

- (a) Explain the relationship among the client company, shareholders and the auditor in an Audit assurance engagement. (4 marks)
- (b) Explain four (4) stages of an audit engagement. (6 marks)

**(Total 10 marks)**

### Question 2

Gajanayaka Associates (GA) is a sole practitioner with three seniors and five other junior staff. GA is the auditor of XYZ Freight Services (Pvt) Ltd since 2018. Mr. Perera is the engagement partner for the audit of XYZ since 2018 and Samantha has been the senior in charge of this audit for the last three years. Directors of XYZ requested to accept the valuation of the inventory of the company. GA earns nearly 30% of its total revenue from the accounting and annual audit services of XYZ and as such Mr. Perera finds it difficult to deny the client's request.

- (a) Explain three (3) threats to compliance with the fundamental principles of ethics applicable to GA with reference to the above scenario. (6 marks)
- (b) Mention three (3) safeguards GA could implement to mitigate the threats to fundamental principles of ethics. (3 marks)
- (c) Explain three (3) purposes of an internal control system (6 marks)
- (d) Identify five (5) internal control procedures. (5 marks)

**(Total 20 marks)**

### Question 3

Bimal was assigned as an audit Manager for the first time for a new audit client, Gajabha Hotels (Pvt) Ltd. (GHL). The audit partner, Jeevan informed that nothing has been done so far and the audit of the financial statements of the GHL for the year ended 31st March 2025 is to be commenced next month.

- (a) Explain two (2) specific procedures that should be performed by Bimal in relation to the above initial audit before commencing the audit. (4 marks)
- (b) Identify and explain the components of audit risk. (6 marks)
- (c) Identify three factors to be considered when determining the benchmark for materiality. (3 marks)
- (d) Assume the benchmark determined by Bimal is revenue and revenue in the draft financial statements is Rs. 100, 000,000. Further, the audit risk is assumed to be normal. Based on the information, compute three levels of materiality with the use of appropriate rates. Further, explain the use of each level of materiality in auditing. (7 marks)

**(Total 20 marks)**



#### Question 4

Shahen is a member of the audit team auditing the financial statements for the year ended 31<sup>st</sup> March 2025 of Local Retailers Ltd. Its head office is in a leased-out building in Colombo and rent is payable quarterly in advance.

- (a) Explain three (3) audit assertions that will be applicable to the rent expense of Local Retailers Ltd. **(6 marks)**
  - (b) Explain three (3) audit procedures that can be performed to verify the above assertions in relation to rent expense. **(6 marks)**
  - (c) Differentiate between tests of controls and substantive procedures. **(4 marks)**
  - (d) Explain two (2) characteristics/Considerations that should be considered when designing an audit procedure. **(4 marks)**
- (Total 20 marks)**

#### Question 5

Mr. Sunimal is working as an accountant at Gajaba PLC. At the same time, he is running his own business which is Sunimal Consultancy.

His earnings from employment for the Y/A 2023/24 are as follows.

1. He received a salary of Rs. 1,380,000 during the year 2023/24 after deducting 8% EPF.
2. The company's contribution for EPF and ETF for Mr. Sunimal is Rs. 180,000 and Rs. 45,000 respectively.
3. Additionally, he received a bonus of Rs. 200,000 in March 2024.
4. He has received a reimbursement of Rs.35,000 for the traveling expenses.
5. Advance Personal Income Tax (APIT) deducted during the Y/A 2023/24 is Rs. 300,000.

Financial Information of Sunimal Consultancy, his own business is as follows.

1. The accounting profit of the business for the year ended 31<sup>st</sup> March 2024 is 5,300,000.
2. The business incurred Rs. 30,000 for the usual type of training taken by professionals to keep up to date. This is directly relevant to the business. Further, Sunimal Consultancy incurred Rs. 150,000 for Sunimal's Masters Degree.
3. The business acquired a lorry for transporting office materials on 22.09.2021 for Rs. 3,000,000. The lorry can be used for 5 years.
4. The business acquired a Building on 15.03.2018 for Rs. 5,000,000. The lifetime of the building is 25 years.

5. The business acquired a computer on 01.01.2024 for Rs. 200,000. The lifetime of the computer is 4 years.
6. The business has deducted the following expenses when arriving at the profit figure.
  - I. Doubtful Debt Provision for the year - Rs. 30,000
  - II. Bad Debt – Rs. 55,000
7. The business has deducted a research expenditure of Rs. 100,000 when arriving at the profit figure. Further, a development cost of Rs. 300,000 has been capitalized.
8. The business has received a rent income of 80,000 (Gross) during the Y/A 2024/25. When it is received, a Withholding tax (WHT) of 10% has been deducted.
9. The business had made a money donation to an approved charity which amounts to Rs. 120,000.

In addition, Sunimal has made a total of Rs. 575,000 as self-assessment payments for the first three quarters.

Required:

Prepare the Income Tax Computation and Calculate the balance income tax payable/refund of Sunimal for the Y/A 2023/24.

**(Total 30 marks)**

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