

Course Code: BMGT E1045
Title : Business Law & Employment Law
Aim: To develop knowledge and understanding about Business Law and Employment Law in Sri Lanka and enhance problem solving skills in resolving practical issues.

Learning Outcomes:

By the end of this course unit, the students should be able to,

- Demonstrate knowledge and understanding of the role of laws in the context of business.
- Apply different rules and regulations in resolving practical issues.

Content:

Introduction to Law; Definition of Law, Purposes of Law, Classification of Law, The sources of law in Sri Lanka, The Court Structure. The Law of Contract; Nature and Kinds of Contracts, Intention to Create Legal Relations, Offer and Acceptance, Consideration, Capacity to Contract, Terms of Contract, Defects in the Contracts, Termination of contracts, Remedies for Breach of Contracts. The Law of Agency; The Creation of Agency, Rights and Duties of Agent, The Agent's Authority, Disclosed & Undisclosed Principal, Termination of Agency. Law of Sale of Goods; Essentials of a Contract of Sale, Conditions and Warranties, Transfer of Ownership, Performance of Contract of Sale, Rights of an Unpaid Seller, Remedies for Breach of Contract of Sale. Law of Negotiable Instruments; Nature of Negotiable Instruments, Promissory Notes, Bills of Exchange and Cheques, Parties to a Negotiable Instrument, Holder and Holder in due course, Presentment of Negotiable Instruments, Dishonour of Negotiable Instruments, Crossing of Cheques, Banker and Customer. Company Law; Nature of

Companies, Incorporation, The Memorandum of Association and Articles of Association, Share & Loan Capital, Membership & Minority Protection, Meetings, Directors and the Secretary, Wind-up. The Law of Partnership; Formation of Partnership, Authority of Partners, Liability of Partners, Rights & duties of Partners, Dissolution of Partnership. The Law of Insurance; Essentials of a Contract of Insurance, Fundamental Principles of Insurance, Kinds of Insurance Business, History of industrial relations, Contract of Employment, Types of Employment, Industrial Disputes Act, Shop & Office Employees Act, Wages Boards Ordinance, Shops & Office Employees Act, Payment of Gratuity Act, Employees' Provident Fund, Employees' Trust Fund, Trade Unions Ordinance, Termination of Employment of Workmen Act, Maternity Benefits Ordinance, Employment of Women, Young Persons & Children Act, Workmen's Compensation Ordinance, Factories Ordinance.

Method of Teaching and Learning :

Lectures, Seminars.

Scheme of Evaluation:

Examination, Assignments

Recommended Reading:

Adams Alex. (2000) "*Law for Business Students*" London: Pitman Publishing.

Bollie J. Gordon. (2001) "*Elements of Mercantile Law*". London: Butter Worth & Company.

Gamage Prasadini (2010) "*Business Law*". Author Publication

Gamage Prasadini (2013) "*Industrial Law*". Colombo 10: S. Godage & Brothers.

Kuhhal M.C.(2001) "*Business Law*" (2nd Edition) Delhi: Vikas Publishing House