



UNIVERSITY OF KELANIYA, SRI LANKA

POST OF LECTURER (PROBATIONARY) LECTURER (UNCONFIRMED)/SENIOR LECTURER GRADE II/I IN THE DEPARTMENT OF HUMAN RESOURCE MANAGEMENT FACULTY OF COMMERCE AND MANAGEMENT STUDIES

The University of Kelaniya will entertain applications from suitably qualified persons for the above posts upto **30.11.2023**.

1. EDUCATIONAL QUALIFICATIONS

Lecturer (Probationary):

- 1) A Degree with specialization in **Human Resource Management** with First or Second Class (Upper Division) Honours;

OR

- 2) A Degree with specialization in **Human Resource Management** with Second Class (Lower Division) Honours;

OR

- 3) (a) A Degree with specialization in **Human Resource Management** without honours or any other Degree with at least Second Class Honours,

and

- (b) A Doctoral Degree in **Human Resource Management**

Or

A Master Degree in **Human Resource Management** obtained after a full-time course of study of at least 24 months duration (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

Or

A full time Master Degree in **Human Resource Management** of a minimum of 18 months duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

OR

- 4) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the University of Kelaniya

**Preference will be given to candidates with sound knowledge of Human Resource Information Systems/HR analytics applications and experience in the same fields.*

*** Applicants may be required to pass a written examination.*

NOTES:

- I. Candidates eligible under category (1) above will be interviewed and evaluated first.
- II. Candidates who are eligible under Category (2) and (3) above could be invited for an interview only if applicants qualified under Category (1) above are either not available or found to be unsuitable by the Selection Committee after the interview and evaluation. Appointment of Candidates under Categories (2) and (3) would require the approval of the University Grants Commission.
- III. Candidates eligible under category (4) above will be invited for an interview only if there are no suitable candidates under category (1), (2) and (3). Appointment of a candidate under category (4) requires the approval of the University Grants Commission.
- IV. All candidates must make a presentation before the Selection Committee to prove their teaching ability as Lecturer (Probationary).

Lecturer (Unconfirmed):

- (1) Candidates who are applying for the above post should possess the academic qualifications required for Lecturer (Probationary) as mentioned in above 1.

AND

- (2) (i) A Doctoral Degree in **Human Resource Management**

or

(ii) A Master Degree in **Human Resource Management** obtained after full-time course of study of at least 24 months duration (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

or

(iii) A full time Master Degree in the fields of **Human Resource Management** for a minimum of 18 months' duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) **Having less than (06) years** experience in one or more of the following:
- i. Teaching at University Level,
 - ii. Professional experience,
 - iii. Research in a recognized Institution,
 - iv. Postgraduate Studies to acquire the qualifications stipulated at (2) above.

**Preference will be given to candidates with sound knowledge of Human Resource Information Systems/HR analytics applications and experience in the same fields.*

C. Senior Lecturer Grade II :

- (1) Candidates who are applying for the above post should possess the academic qualifications required for Lecturer (Probationary) as mentioned in above 1

AND

- (2) (i) A Doctoral Degree in **Human Resource Management**

or

- (ii) A Masters Degree in **Human Resource Management** obtained after full-time course of study of at least 24 months' durations
(or equivalent part-time course of study) with a research component by way of thesis/dissertation.

or

- (iii) A full time Masters Degree in **Human Resource Management** of a minimum of 18 months' duration with at least 60 credits of
which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) At least six (06) years experience in one or more of the following:

- i. Teaching at University Level,
- ii. Professional experience,
- iii. Research in a recognized Institution,
- iv. Postgraduate Studies to acquire the qualifications stipulated at (2) above.

**Preference will be given to candidates with sound knowledge of Human Resource Information Systems/HR analytics applications and experience in the same fields.*

D. Senior Lecturer Grade I

- (1) Candidate who are applying for above post should possess academic qualifications required for Lecturer (Probationary) as mentioned in above 1

AND

- (2) (i) A Doctoral Degree in **Human Resource Management**

or

- (ii) A Master Degree in **Human Resource Management** obtained after full-time course of study of at least 24 months durations (or equivalent part-time course of study) with a research component by way of thesis/dissertation.

or

- (iii) A full time Master Degree in **Human Resource Management** of a minimum of 18 months' duration with at least 60 credits of which not less than 15 credits of research by way of thesis/dissertation.

AND

- (3) At least eleven (11) years' experience {of which not less than six (06) years should have been after obtaining qualifications stipulated in 2 above} in one or more of the following:

- i. Teaching at University Level,
- ii. Professional experience,
- iii. Research in a recognized Institution,
- iv. Postgraduate Studies to acquire the qualifications stipulated at (2) above.

**Preference will be given to candidates with sound knowledge of Human Resource Information Systems/HR analytics applications and experience in the same fields.*

2. SALARY AND OTHER CONDITIONS OF APPOINTMENT:

Salary Code: U-AC 3 (for Lecturer(Probationary)/Lecturer(Unconfirmed)/Senior Lecturer Gr. II/I)

U-AC 3(IV)	: Lecturer (Probationary): Rs.54,600 – 10 x 1,335; - 67,590 p.m.
U-AC 3(III)	: Lecturer (Unconfirmed): Rs.69,580 – 5 x 1,630 – 77,730 p.m.
U-AC 3 (II)	: Senior Lecturer Grade II: Rs.79,360 – 11 x 1,630 – 97,290 p.m.
U-AC 3 (I)	: Senior Lecturer Grade I: Rs. 91,310 – 7 x 2,170 – 106,500 p.m.

(In addition to the salary an academic allowance for the post A, 115% post B, 131% and for the post C, and D, 151% of the salary will also be paid.)

Sabbatical Leave:

The holders of the posts of Senior Lecturer Grade II and above are eligible for one year of sabbatical leave with full pay or two years of leave without pay on completion of seven years of service. Those proceeding abroad on sabbatical leave are eligible to receive full passage for self and spouse.

Benefits:

Appointee will become a contributor to the Universities Provident Fund, contributing 10% of the monthly salary. The University will contribute 8%, 7% and 3% of the monthly salary to the University Pension Scheme, University Provident Fund and Employees Trust Fund respectively.

IMPORTANT

Applicants from Higher Educational Institutions, Government Departments and Government Corporations should apply through the Heads of such Institutions. Applications which do not conform to this requirement will be rejected. Such applicants are strongly advised to submit an advance copy to the Deputy Registrar/Academic Establishment, University of Kelaniya, Kelaniya before the 30.11.2023.