

Anatomy of Collective & Bargaining Process: A case study of mesh manufacturing organization in Sri Lanka

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Synopsis

Collective bargaining process has become a passion in today's context between employers and employee's trade unions on resolving employee's related issues. Both parties do not willing to lose as both are strong in power. Hence collective bargaining process tends to conclude with a win-win situation as an integrative solution. Collective bargaining process is a formal process of agreement having between two parties of employer and employee. The anatomy explored many anthropological scenarios and it unveil facts of contribution and impact to the organizational growth when having collective bargaining agreements. Employer and employee relationship makes better organizational growth which is the most significant fact expected by having collective bargaining process. Both parties were empowered by different supportive forces such as authority, synergy, financial, political etc. Proactive management practices help one way to resolve human related issues within the organization.

The case study explored the inside story of the collective bargaining process associated with the experiences of steel mesh manufacturing industry in Sri Lanka. The company had a history of 50 years excellence in mesh manufacturing in Sri Lanka. The organization was started with few workers in 1965 and later expanded to 200 employees over a period of 50 years. The startup was with entrepreneurship and later incorporated with intra-preneurship. The startup was chaotic and stressful. While the organization was slightly picking the market by building a expandable product portfolio, issues related to human resources also were started booming. Organization expanded the employee base with capacity augmentation in late 90s. The increase of permanent labour force in the organization was a wave for the startup of a trade union. Hence employees of the organization were started a trade union affiliated to Sri Lanka Freedom General Workers Union in 1994 having around 80% of work force of the organization as members.