

of production was not be bearable to the organizations, and the organization found difficult to survive under high competition in certain periods.

Annual expenditure on salary increases

Year	2007	2008	2009	2010	2011	2012	2013	2014
Salary Increase %	20%	7.5%	7.5%	20%	7.5%	7.5%	15%	10%
Total Exp. (million)	2.683	1.207	1.298	3.721	1.674	1.800	3.871	4.510

Sourced: Annual report EFC & Authors survey 2017

The Business of mesh manufacturing was started with entrepreneurship at the inception. The entrepreneur’s tacit knowledge involved in managing human and work environment of the organization. That created an opportunity for trade union on demanding their basic requirements according to the need hierarchy. The dyadic scenario of entrepreneurial and intrapreneurial culture gives better result to have better relationship and faster growth which occurred in later years in the organization.

The anatomy of collective and bargaining agreement disclose many avenues on thinking further on managing business environment effectively. There are many factors contributed on having CBAs in local industries. Both parties employer and employee has to think and understand of their accountabilities and responsibilities. Humans are considered as resources in modern management. Organizations should take proactive rapid measures solving issues especially on human related. Concern to literacy level the older crowd has a very low level of qualifications in the organization but new generation has far better level of education. That reflect on radical decision making. Organization should work proactively with employees maintaining close relationships. The organization had started Quality circle projects to address issues prevailing in the operation in 2015 which was most successful to have better relationship and maintaining dynamism throughout. Many annual events were organized to break monotonous life of working. Rewards and recognition enhanced the motivation level of employees in recent years.

The study discussed advantages and disadvantages of two methods of salary increases lump sum & percentage in collective and bargaining agreement. The application of best suitable method to