

observed and badly affected for the smooth functioning of CFC. Moreover, highly unionized environment disturbing the management and reduced the organizational instrumentality. The unionization of employees was associated with poor financial performances and negative effect on the profit. The Top Managements appointed by the line ministers in time to time, had failed to manage the corporation with the dedicated manner. Malpractices, corruptions, mismanagement, misbehavior and poor leadership qualities were the salient features for the negative impact of CFC. The organization culture has been tarnished by the political leadership. Main departments such as Marketing, Operations, Finance and Human Resources Management were not functioning with the best practices in accordance with the common goal of CFC. The government of Sri Lanka granted immensely for the operation of CFC, but resulted the bad repercussions. The main reason for such lost was the poor management in highly politicized atmosphere. Therefore, the policy decision was taken to manage CFC as a Public Private Partnership business entity which was approved by the Cabinet of Ministers in early 2016, as the last option.

However the arrival of the new management in the last quarter of 2016, implemented the better courses of action for CFC operation. In this case story the author has discussed the major issues encounter by the corrective as well as the preventive actions implemented by the new management. The top management implemented appropriate action based on the current situation demand in different aspects. Human Resources Management Department, Finance Department, Operation Department and Marketing Department were integrated to common system. The ultimate object was to achieve the success in Fisheries business arena. The new management is able to manage the industrial relation climate understanding of behavioral and non-behavioral variables associated with unions and union employees. Strategized the Union Avoidance policy by building a positive work environment and able to reduce the power of existing unions at CFC. Courses of action executed by the new management, resulted that CFC is moving towards the positive direction. Supervision, guidance and monitoring are made available to drive CFC as a profit making organization after 57 years of history. Visionary leadership initiatives of the Top management was able to minimize the corruptions and to achieve the success. The business of CFC focuses through impressive Human Capital Management practices. The revenue has driven by the adaptation of a comprehensive Financial Management System. Being the major organ of the organization the Operational Department achieved the business excellence triggering through the comprehensive initiatives. Ground level marketing tactics were promulgated and activated in order to achieve the