



A STUDY ON EFFECTIVENESS OF WORKERS PARTICIPATION IN MANAGEMENT IN MADURAI CITY.

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ABSTRACT:

This study investigates the impact of workers' participation in management (WPM) on organizational performance and employee satisfaction. Through a systematic literature review and empirical analysis, the research aims to provide insights into the effectiveness of various WPM models, such as worker representation on boards, quality circles, and employee involvement programs. The study employs both quantitative and qualitative methods to explore the relationship between WPM and key organizational outcomes, including productivity, innovation, job satisfaction, and organizational commitment. Additionally, the research examines the moderating factors and contextual variables that influence the effectiveness of WPM initiatives. The findings contribute to theory development and offer practical implications for managers and policymakers seeking to enhance organizational performance through meaningful employee involvement in decision-making processes.

KEYWORDS:

WORKERS PARTICIPATION, EFFECTIVENESS IN MANAGEMENT.

1.1 INTRODUCTION

Employee involvement in management is a fundamental component of industrial democracy. The human relations approach to management, which introduced new values to both labour and management, is the foundation for the idea of worker participation in management. Employee participation in management denotes employees' mental and emotional investment in the enterprise's management. It is regarded as a system that allows employees to participate in decision-making. According to International Institute of Labour Studies, "Workers Participation in Management is the participation resulting from the practices which increase the scope of employee's share of influence in decision making at different tiers of organizational hierarchy with concomitant assumption of responsibility".

1.2 STATEMENT OF THE PROBLEM:

Engagement PDM involves making decisions in a variety of ways. An analysis of empirical research indicates that depending on the organization, involvement has different consequences on performance and satisfaction. Employee engagement and participation are crucial since they play a significant role in any firm. This study demonstrates how employee participation aids in a company's decision-making and long-term planning.

1.3 REVIEW OF LITERATURE:

A review of literature is the mirror of earlier studies, which enriches the researcher and helps to identify the gaps for the future research.

1.Saiyadein (1973), employee involvement is distinct, and

it appears that most people believe that participation entails appropriately sharing decision-making authority with those at lower organizational levels. In order to foster excellent working relationships, it gives employees a sense of significance, pride, independence, and the chance to express themselves.

2.Dessler, (1977) Worker participation in management is a mental and emotional involvement of a worker in a group situation which encourages him to contribute goal and share responsibilities in them. It crystallises the concept of industrial democracy and indicates an attempt the part of workers to build his workers into a team which work towards the realisation of common objectives to achieve a common goal.

3.Henema (1993) provides a brief explanation of how worker participation is aimed at achieving organizational effectiveness and how worker satisfaction is a strategy created to foster among workers. This helps to motivate workers to achieve organizational goals and guarantees shared responsibility and cooperation to make the best use of the management's limited resources.

1.4 OBJECTIVES OF THE STUDY:

- To study the effectiveness of workers participation in management
- To identify the essential factors for workers participation in management.
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- To evaluate current workers participation in management system.
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- To examine the significance of 'workers participation' in the managerial decision making process

1.5 RESEARCH METHODOLOGY:

The source of the project is fully based on the primary and secondary data.

1.6 DATA ANALYSIS:

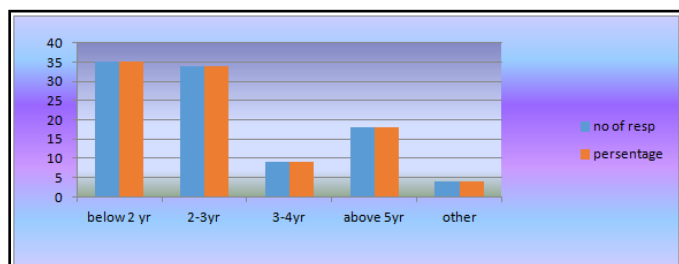
1.6.1 SHOWING THE EXPERIENCE OF THE WORKERS

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PARTICULAR	NO OF RESPONDENTS	PERCENTAGE
Below 2 yr	35	35
2-3yr	34	34
3-4yr	9	9
Above 5yr	18	18
Other	4	4
Total	100	100

Source: Primary data

FIGURE 1.6.1 SHOWING THE EXPERIENCE OF THE WORKERS



Above the table the sample size for the survey was 100. From the table, Shows those 35% respondents were below 2 years. 34% respondents were 2-3 years. 9% respondents were 3-4 years. 18% respondents were above 5 years. 4% respondents were others.

1.6.2 THE ACCIDENTS AND EDUCATING WORKERS ABOUT SAFETY.

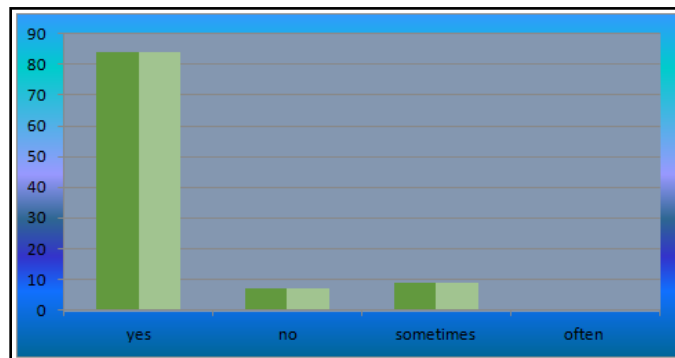
TABLE 1.6.2 EDUCATING WORKERS ABOUT SAFETY.

Particular	No of respondent	Percentage
Yes	84	84
No	7	7
Sometimes	9	9

Often	0	0
Total	100	100

Source: Primary data

FIGURE 1.6.2 EDUCATING WORKERS ABOUT SAFETY



Above the table the sample size of the survey was 100. From the table shows that 84% responses were yes. 7% responses were No. 9% responses were Sometimes.

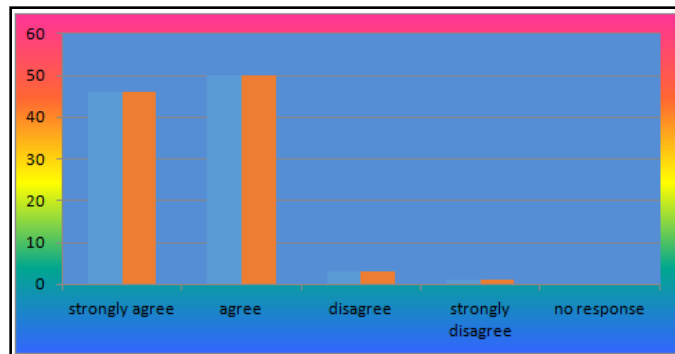
1.6.3 CO-OPERATION

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PARTICULAR	NO OF RESPONDENT	PERCENTAGE
Strongly agree	46	46
Agree	50	50
Disagree	3	3
Strongly disagree	1	1
No response	0	0
Total	100	100

Source: Primary data

FIGURE 1.6.3 CO-OPERATION



Above the table The sample size of the survey was 100. From the table shows that 46% responses were strongly agree. 50% responses were Agree. 3% responses were Disagree. 1% responses were strongly disagree.

1.7 FINDINGS:

- 100 respondents from 60 respondents are Male, 40% respondents from 40 Respondents are Female.

- The sample size for the survey was 100. From the above table, that 22% respondent were in the age group of 18-20, 56% respondents were in the age group of 20-25, 18% respondents were in the age group of 25-30, 4% respondents were in the age group of above 30.
- The sample size for the survey was 100. From the table, we can see that 35% respondents were below 2 years, 34% respondents were 2-3 years, 9% respondents were 3-4 years. 18% respondents were above 5 years. 4% respondents were others.

1.8 CONCLUSION:

Management of workers' participation plays a major function in raising organizational productivity. It makes people feel like they belong, which is crucial for boosting output and improving relationships within the company. Employees in an organization's greatest asset. It is evident that the majority of workers view worker involvement management as significant, worthwhile, and meaningful to them. They also believe that it fosters a friendly working relationship with management. In summary, giving employees a voice in decision-making and valuing their feedback can foster employee loyalty and trust in the company as well as increase worker productivity.

REFERENCES

1. Foster Open Communication Channels: Create platforms and systems that encourage regular and transparent communication between workers and management, facilitating the exchange of ideas,

feedback, and concerns.

2. Empower Employees with Decision-Making Authority: Delegate decision-making responsibilities to employees at appropriate levels, empowering them to contribute to organizational decisions and take ownership of their work processes.

3. Provide Training and Development Opportunities: Offer training programs and professional development opportunities to enhance employees' skills and capabilities, enabling them to effectively participate in management activities and contribute to organizational goals.

4. Recognize and Reward Contributions: Implement recognition and reward systems that acknowledge employees' contributions to management processes, reinforcing a culture of appreciation and motivation for active participation.

5. Foster a Collaborative and Inclusive Culture: Cultivate a work environment that values diversity, collaboration, and inclusivity, where all employees feel respected, heard, and valued in management discussions and decision-making processes.

WEBSITES

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2. www.researchgate.net
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