

# WORKERS PARTICIPATION IN MANAGEMENT

BY

**E. Vaishnavi**

Student

**N. Hima Bindu**

Assistant Professor

Department of Management Studies

Sridevi Women's Engineering College, Hyderabad, Telangana, India.

## ABSTRACT

There is no agreement on the conception of workers participation. This concept has been defined variously by different thinkers. It defines the mental ability of a person in a group of situations that encourages him to identify himself with firm goals and equal responsibilities in them. Workers participation in management is a involvement of workers only in such areas of activities of the enterprises where they can make some positive contribution for improvement of the enterprises. Thus, workers participation encompasses at once ideological, political and techno - economic elements and cannot be adequately approached within the work of a single discipline. Workers participation is a mechanism to increase worker productivity or efficiency in general. The objectives which come to govern an economy, system of labor relations will be established in relation to the society political development and the level and character of the organization of its working class.

**Keywords:** Management, Human Resource, Workers, Participation.

## INTRODUCTION

Workers participation in administration refers to the contribution of non-managerial employees. It is the process of taking decision in organization. Workers participation gives employees the emotional and inner gratification and thereby increased their connection in the undertakings of the organization. It introduces wisdom of fitting to the organization in the thoughts of the employees. It gives them confidence.

Workers membership is a method where the workers get the rights to participate in decisions on issues which are of concern to the workers like wages, working conditions, safety, welfare, sharing of gain, production related aspects, incentives and allowances were considered to be legitimate areas of workers concern and therefore workers should be consulted when these are determined.

It is circulation of group authority in industry so that the power is collective between all those who are affianced in work rather than power being concentrated only in the pointers of a few managers. Involvement is a coordination and statement and 76 meeting either prescribed or familiar by which employees can prompt their views and contribute to managements decisions. Workers participation is a method of providing opportunities for all the members of the organisation to contribute his mental ideas along with his physical efforts towards the improvement of organizational. Better contribution and high responsibility in the decision making process on part of the general workers will perhaps develop their group loyalty, faith, conviction involvement and a logic of authority towards custodian, workers and the organisations in general.

## OBJECTIVES

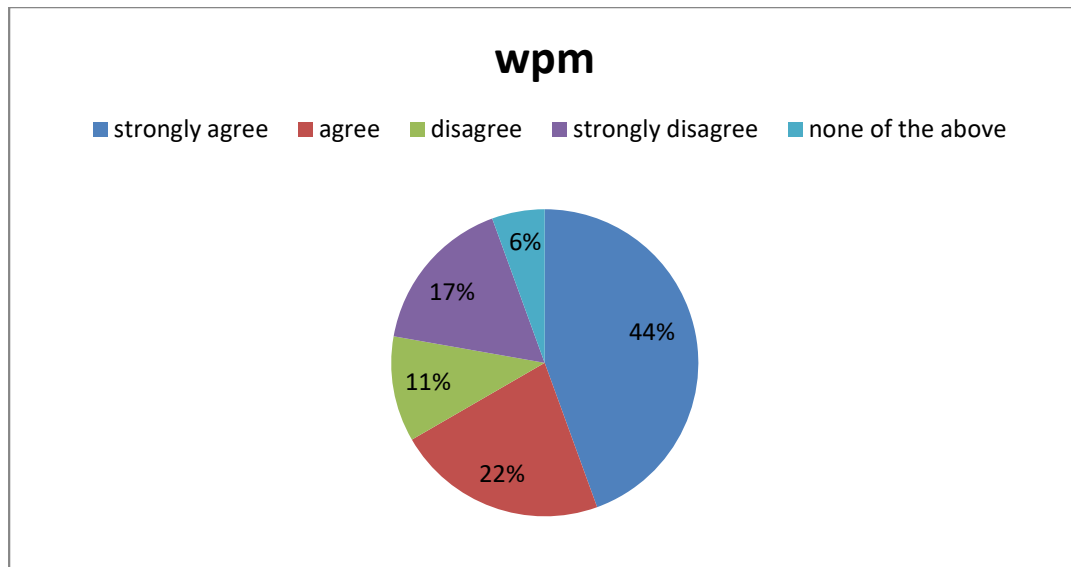
1. To resolve conflicts and differences between management and employees in a democratic manner.
2. To strengthen labor-management firm and thus upholds tranquility and polyphony.
3. To give an employees an opportunity for individualism dominant to reconciliation of organization, kindness and increased assistance.

## REVIEW LITERATURE

- MAMORIA (1997) define the term of workers' participation in management decision making by the workers as – “it is a distribution of social power in industry so that intends to be shared among all those who are engaged in the work rather than getting concentrated in the hands of a minority”.
- POTVIN (1997) defined the concept of workers' participation in management decision making, “means sharing in the decision making power by the rank and file of an industrial organization through proper representatives, at all levels of management, in the entire range of managerial action”.

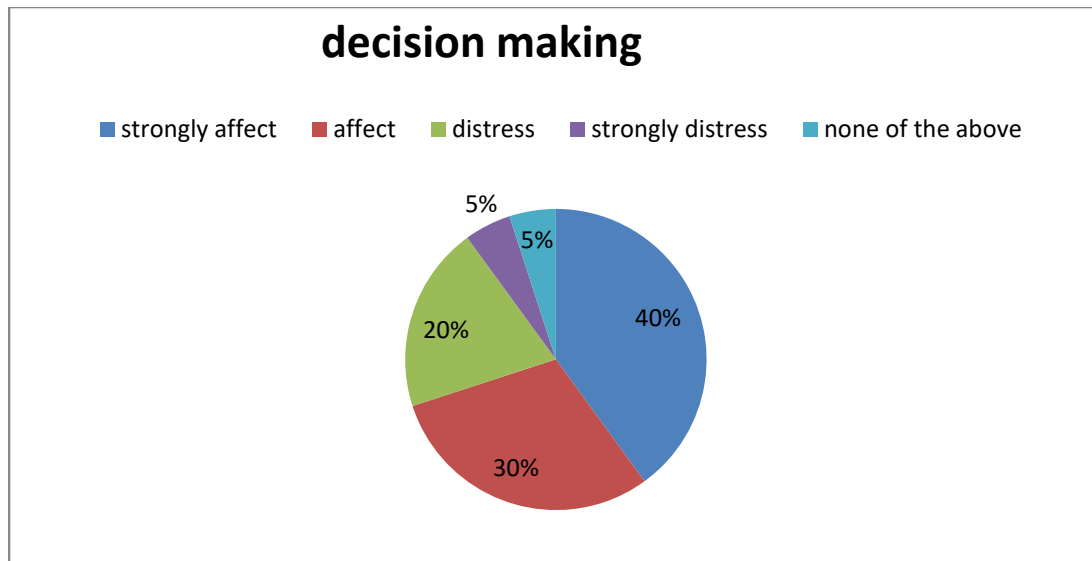
## DATA INTERPRETATION

1. Do you know the objectives of workers participation in management?
  - A) Strongly agree
  - B) Agree
  - C) Disagree
  - D) Strongly disagree
  - E) None of the above



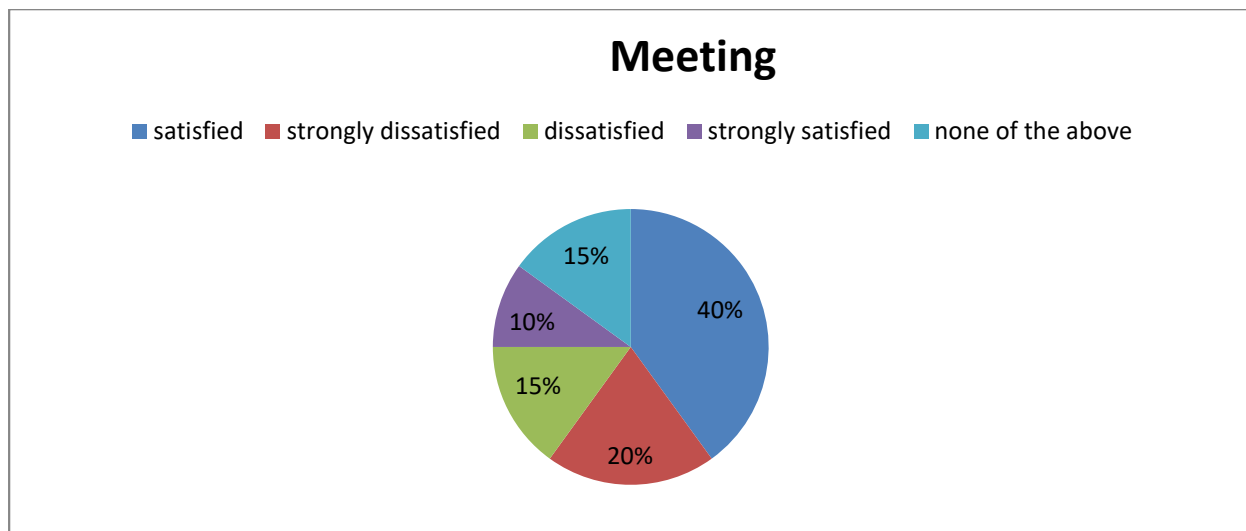
2. Do you consider it is necessary for every employee should participate in decision making?

- A) Strongly affect
- B) Affect
- C) Distress
- D) Strongly distress
- E) None of the above



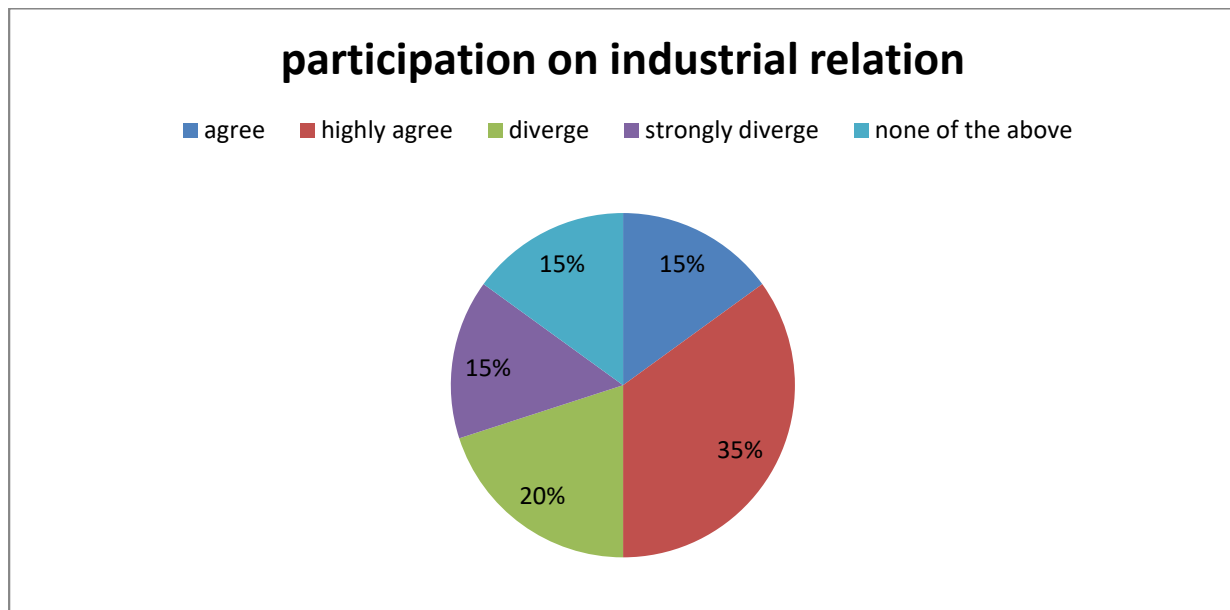
3. Do you attend the meeting conducted by the management regularly?

- A) Strongly satisfied
- B) Satisfied
- C) Dissatisfied
- D) Strongly dissatisfied
- E) None of the above



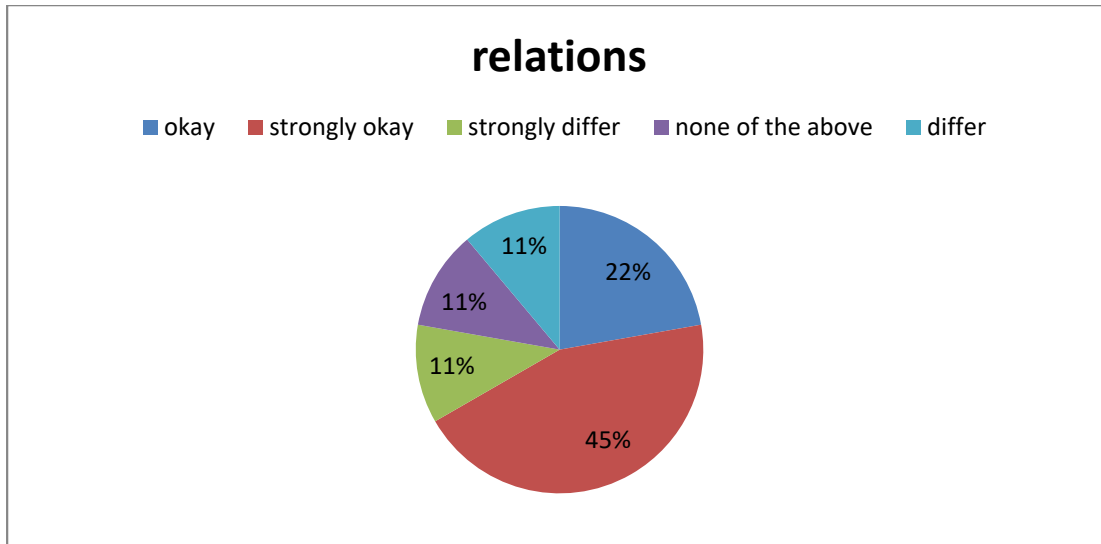
4. Is there a positive impact of your participation on industrial relation?

- A) Highly agree
- B) Agree
- C) Diverge
- D) Strongly diverge
- E) None of the above



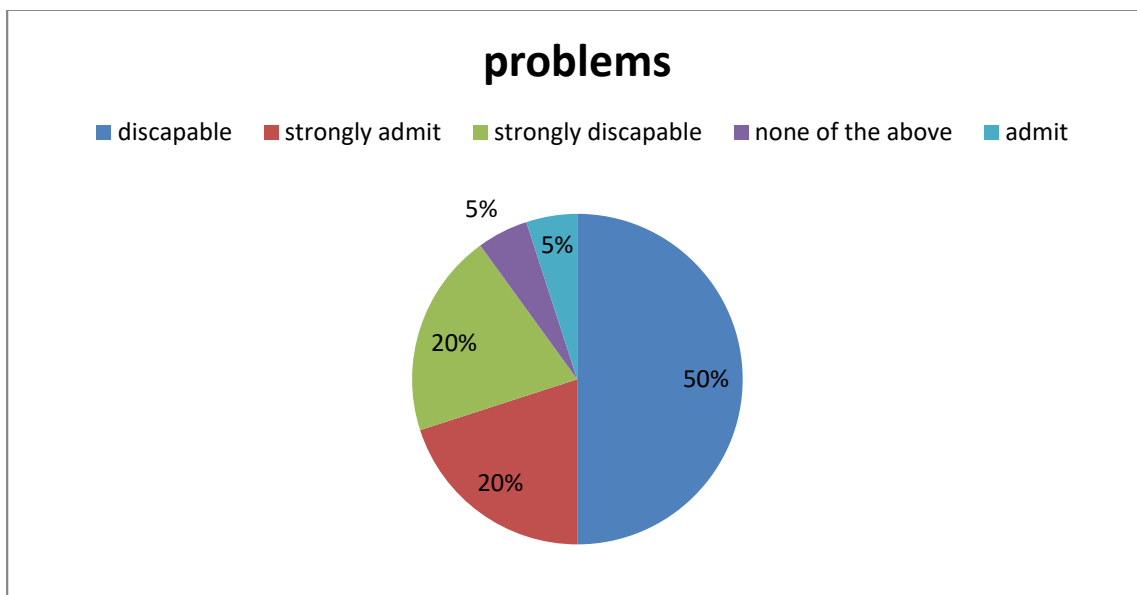
5. Is WPM concept useful in improving relations between manager and employee/worker?

- A) Strongly okay
- B) Okay
- C) Differ
- D) Strongly differ
- E) None of the above



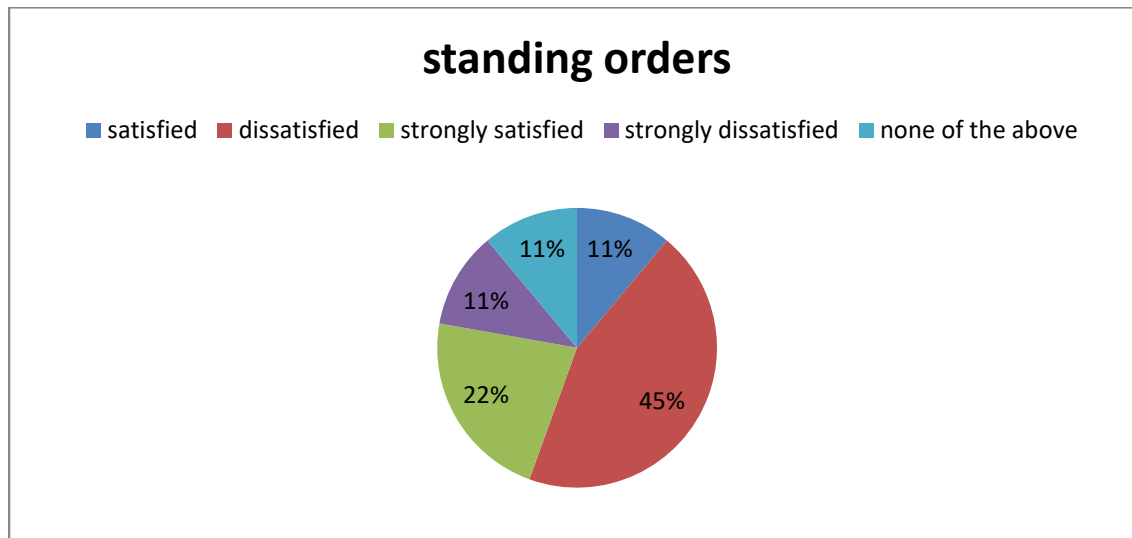
6. How far management resolved your problems through union?

- A) Strongly admit
- B) Admit
- C) Dis capable
- D) Strongly dis capable
- E) None of the above



7. Does the standing orders of the company known to you?

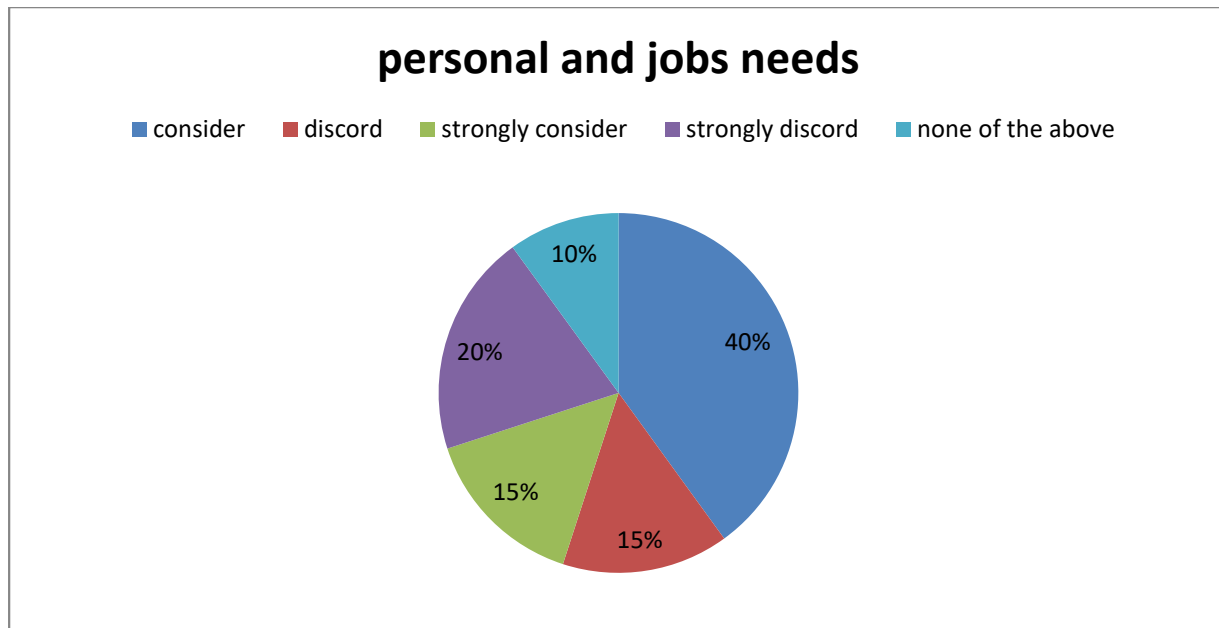
- A) Strongly satisfied
- B) Satisfied
- C) Dis satisfied
- D) Strongly dissatisfied
- E) None of the above



8. Does your manager/supervisor will care about both your personal (health, family, etc) and job (production, training and development ect) needs?

- A) Strongly consider
- B) Consider
- C) Discord
- D) Strongly discord
- E) None of the above



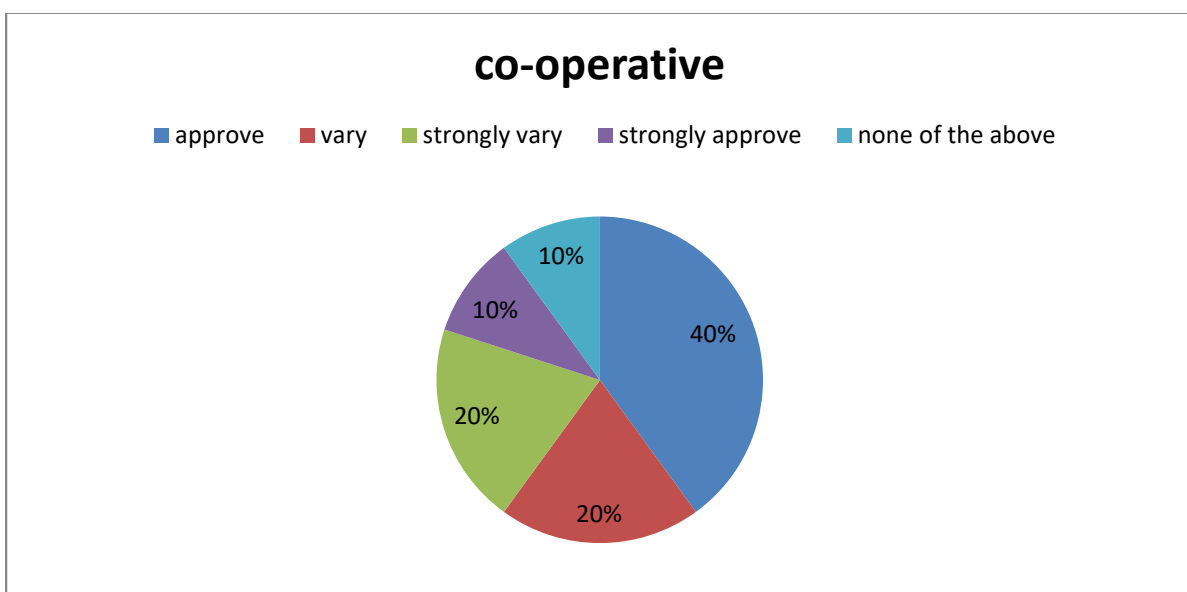


9. Are you satisfied with the company's reward and recognition program?
- A) Strongly concur
  - B) Concur
  - C) Deviate
  - D) Strongly deviate
  - E) None of the above



10. Is your manager/supervisor cooperative with you?

- A) Strongly approve
- B) Approve
- C) Vary
- D) Strongly vary
- E) None of the above



## FINDINGS

1. Standings orders should be known to the workers.
2. Every workers should participate in the decision making.
3. Every worker should attend the meetings regularly conducted by the management.
4. Supervisor should care about workers personal and professional life.

## SUGGESTIONS

1. The durable occupation amalgamation should fully upkeep the idea of workers sharing in management.
2. The verdicts should be suitable implemented by the peasant.
3. The masterminding should be proper of various Accord.

## CONCLUSION

Workers participation is a structure where employees and management share material with each other and participate in resolution making. It is process by which authority and responsibility of managing industry are shared with workers. Management should develop a constructive attitude and should regard trade unions not as an obstacle to be overcome but as very valuable and powerful instrument which, if properly handled, it increase the production and productivity. The government should take responsibility for the provision of a satisfactorily workers education programme so that they can be equipped properly for their tasks.

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