



A STUDY ON WORKERS PARTICIPATION IN MANGEMENT AT OLIVE - EVERSINE APPLIANCES PVT. LTD

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1. INTRODUCTION

WPM is in the form of, what we call Labour Management Cooperation and Workers' Participation in Management. It is implemented through the agencies like Works Committees, Joint Management Councils (JMCs) Shop Councils, Unit Councils and Joint Councils. Notwithstanding, these different forms of WPM differ only in degree, not in nature. Be the perceptual differences as these may, WPM is a system of communication and consultation, either formal or informal, by which the workers of an organisation are kept informed, as and when required, about the affairs of the undertaking and through which they express their opinion and contribute to decision-making process of management. It is the process, by which authority and responsibility of managing industry are shared with workers. Three groups of managerial decisions affect the workers of any industrial establishment and hence the workers must have a say in it Economic Decisions – Economic Decisions like methods of manufacturing, automation, shutdown, lay-offs, and mergers. Personnel Decisions – Personnel Decisions like recruitment and selection, promotions, demotions, transfers, grievance settlement, work distribution. Social Decisions – Social Decisions like hours of work, welfare measures, questions affecting work rules and conduct of individual worker's safety, health, sanitation and noise control.

2. LITERATURE REVIEW

Christopher Gunn Review of Radical Political Economics 43 (3), 317-327, 2011- For several decades workers' participation in management was a persistent demand of the left. In the neoliberal era it became, in a twisted way, a reality for some workers. Team organisation of production, reduction of supervisory staffing, and a constant drive for productivity improvement became the norm, requiring broader managerial involvement by workers in their activities. Workers' control of production remains on the radical agenda, but with broader implications. Workers' control of production implies dramatic changes in the relationship between capital and labour, and with them development of alternative forms of production and distribution.

Brajesh Kumar Parashar, Rakesh Kumar Tiwari, Global Journal of Business Management- Employees get hold of the WPM concept as counterpart to co-decision. Although, WPM is a process of pass on responsibilities and authority required for Decision-making process of an organisation in the general areas of Managerial functions. WPM is a round-table for the Informal & Formal communication as well as discussion by which workers have been keep informed about interactions of concern and from side to side, the workers present their views, suggestions, attitude, and outlook to contribute to management decision-making practice.

Shyam Bahadur Katuwal, NICE Journal of Business, 29, 2011- This study examines the perception of workers and the management towards the scheme of workers' participation in management (WPM), in Nepal. The management has shown their reluctance to involve workers in the decision-making of the organisation on the ground that it delays decision-making and that the workers were still not mature enough to contribute to rational decisions. However, the perception of workers and management shows a propensity for workers' participation in decision-making. Enterprises should, therefore, initiate the scheme of workers' participation in decision making by minimising the problems involved in implementing the scheme.

Md Anwar Hossain Bhuiyan, Journal of Business and Technology (Dhaka) 5 (2), 122-132, 2010- Participation in decision making in industry results in satisfaction of employees and an increase in productivity and profit. The study revealed that there is a significant positive correlation between decision making, motivation and performance. The study also identified five major causes of poor participation in decision making, such as, absence of willingness of the management, absence of labour union activities, lack of workforce diversity, illiteracy of the workers and political grouping among the workers.

John W Budd, Paul J Gollan, Adrian Wilkinson, Human relations 63 (3), 303-310, 2010- While the history of employee voice and participation is longstanding, there has been a sharp increase in interest in these topics among academics, practitioners, and policy-makers in recent years. This article introduces a symposium that extends our knowledge of employee voice and participation in terms of new organisational forms, practices and processes that affect the nature, structure and conditions of work and organisations by showcasing the breadth of contemporary research on voice and participation.

3. RESEARCH OBJECTIVE

PRIMARY OBJECTIVE

- To ascertain employees Level of Participation in decision making process at work place.

SECONDARY OBJECTIVE

- To identify the factor affecting the Workers Participation.

4. RESEARCH METHODOLOGY

The research methodology chapter presents, the need of study, objectives, scope of the study, hypothesis, sampling, sources and instruments of data collection as well as the limitation of the study has been presented systematically. The research design use in the project is “descriptive research design”. In the project, the primary data are collected through questionnaire as well as closed handed question seeking responses from employees which helped to identify employee participation in management. The sample size taken for survey purpose is 127 employees from Surat region. The study was conducted from December 2021- January 2022 by filling out the survey form. Non- probability convenience sampling method is used in this project. Statistical tools such as tables, chart & percentage were used in analyzing the primary data. SPSS & Excel was also used for collecting data and scrutinize the data. Test applied were Frequency test, Reliability test, and One-Way Anova test.

LIMITATION OF RESEARCH

- Most of the literature review taken into consideration was of primary data.
- May not to be the research allocation for the resources need for planning.

FINDING OF THE STUDY

Reliability Test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.844	.842	31

Reliability analysis shows the consistency among the number of items constructed to collect the actual result. The overall Cronbach alpha is 844, which indicates the employee participation in management no. of items are highly consistent with each other.

DEMOGRAPHIC PROFILE

-Frequency Test

<u>Variable</u>	<u>Range</u>	<u>Frequency</u>	<u>% of respondent</u>
GENDER	Male	85	66.9%
	Female	42	33.1%
AGE	Less than 25	29	22.8%
	25-35	33	26.0%
	35-45	45	35.4%
	Above 45	20	15.7%
EDUCATION	Less than SSC	113	89.0%
	HSC	14	11.0%
EXPERIENCE	1-5 Year	61	48.0%
	6-10 year	40	31.5%

	More than 15year	13	10.2%
		13	10.2%
INCOME	Below 2.5 Lakh	127	100%
MARITAL STATUS	Married	71	55.9%
	Single	36	28.3%
	Divorced	20	15.7%

From the above table, we can say that here majority of respondent are male in the company that is 66.9%,also here majority of the respondent are of under age 35-45 at workplace, also we can say that here we can interpret that majority of the respondent are less educated than SSC or just completed SSC at workplace, majority of the respondent are married at workplace. So here income of every employee is 2.5 Lakh at workplace also majority of the respondent have more than 1-5 years of experiences at workplace.

-ANOVA TEST

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Are you satisfied with your financial and non-financial reward	Between Groups	1.037	1	1.037	.798	.373
	Within Groups	162.412	125	1.299		
	Total	163.449	126			
How is your relationship with management	Between Groups	.684	1	.684	.720	.398
	Within Groups	118.764	125	.950		
	Total	119.449	126			
Are you satisfied with you working environment	Between Groups	.297	1	.297	.360	.550
	Within Groups	102.916	125	.823		
	Total	103.213	126			
Are you satisfied with the learning & development opportunity	Between Groups	.460	1	.460	.681	.411
	Within Groups	84.453	125	.676		
	Total	84.913	126			
Is there good working facility.	Between Groups	3.836	1	3.836	4.340	.039
	Within Groups	110.479	125	.884		
	Total	114.315	126			
Do you feel job analysis is an important factor to provide training.	Between Groups	1.514	1	1.514	1.372	.244
	Within Groups	137.951	125	1.104		
	Total	139.465	126			
Do managers use any performance appriaisal method in your organization.	Between Groups	.266	1	.266	.259	.612
	Within Groups	128.584	125	1.029		
	Total	128.850	126			
does Succession planning helps you to get trained for high position in	Between Groups	1.043	1	1.043	1.289	.258
	Within Groups	101.177	125	.809		

organization.	Total	102.220	126			
Do you feel that training helps you to enhance team building while working coordinately	Between Groups	4.518	1	4.518	5.154	.025
	Within Groups	109.561	125	.876		
	Total	114.079	126			
According to you is variable pay is effective to get motivated while performing	Between Groups	.386	1	.386	.473	.493
	Within Groups	101.929	125	.815		
	Total	102.315	126			
Level of participation in DM	Between Groups	1.280	1	1.280	1.154	.285
	Within Groups	138.657	125	1.109		
	Total	139.937	126			
Absence of willingness of the management	Between Groups	.282	1	.282	.258	.612
	Within Groups	136.584	125	1.093		
	Total	136.866	126			
Absence of labour union activities	Between Groups	.362	1	.362	.341	.561
	Within Groups	132.851	125	1.063		
	Total	133.213	126			
Lack of workforce diversity	Between Groups	.069	1	.069	.069	.793
	Within Groups	123.900	125	.991		
	Total	123.969	126			
Illiteracy of the workers	Between Groups	1.685	1	1.685	1.833	.178
	Within Groups	114.929	125	.919		
	Total	116.614	126			
Political grouping among the workers	Between Groups	.626	1	.626	.641	.425
	Within Groups	122.130	125	.977		
	Total	122.756	126			

Source: Primary Data

Critical Value= 0.05

Here, significant value is greater than its critical value, therefore null hypothesis is rejected

Inference: The above data shows that there is a significant difference between respondent department of work and effectiveness of worker's participation in the management.

5. CONCLUSION

The study helped the researcher to know about the factors that contribute to Workers' participation in management and relationship between management and employees. The employer and employee relationship in the company is very strong due to the Workers' participation in management.

Management should be prepared to give all information connected with the working of the industry and labour should handle that information with full confidence and responsibility. The workers should become aware of their responsibilities. The leaders should initiate this in them. Similarly, the top management should make the lower echelons to show a new attitude in the light of the new relationship. Modern scholars are of the mind that the old adage "a worker is a worker, a manager is a manager: never the twain shall meet" should be replaced by "managers and workers are partners in the progress of business."

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