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## Workers Participation in Management Decision Making

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### ABSTRACT

The review entitled " A STUDY ON EMPLOYEE PARTICIPATION IN MANAGEMENT DECISION MAKING". Representative cooperation in administration alludes to the support of non-administrative workers in the dynamic cycles of the association. The support of the workers in the working of the association gives representatives mental and mental fulfillment. They feel pleasurable and satisfied that their undertakings are not simply restricted to the presentation of their work obligations, yet they are taking part in the exercises and matters of the association too. The support of the representatives in the administration is viewed as the most acknowledged rule of modern relations in present day industry in India, however in different nations of the world also. Representative cooperation is alluded to as the framework, where the workers get the privileges to partake in the dynamic cycles with respect to the issues, which are of worry to the representatives. These incorporate, compensations and repayments, working natural circumstances, wellbeing and security, prosperity, work concerns, work liabilities and freedoms and open doors.

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Keywords: Decision Making, Employee Participation, Functioning, Job Duties, Management, Organization, Task

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### 1. INTRODUCTION

Workers' participation in management is a process by which subordinate employees, either individually or collectively, become involved in one or more aspects of organizational decision making within the enterprises. Workers' Participation in Management is crucial for better results in an organization. It helps in developing a technology to resolve conflict and to achieve constructive cooperation among the partners of production. Workers' Participation in Management will facilitate good channels of communication, give scope for personal identity and self-respect, enhance employee morale, reduce the cost of labour turnover, promotes a sense of job security and social justice. Effective implementation of participative management is essential for achieving higher productivity and the industrial progress as well. Many developing countries have also adopted legislative initiatives with a view to having works councils or similar structures set up (e.g., Pakistan, Thailand, and Zimbabwe) as a means of promoting labour-management cooperation. The relationship of these bodies to trade unions and collective bargaining has been the subject of considerable legislation and negotiation.

#### **Worker's participation in management**

Worker's participation means involving workers in the decision-making power in the organization. It gives a feeling of belongings to the workers in the organization. It is coming together – beginning, keeping together- progress, working together-success. This was suggested by Mahatma Gandhi in the year 1920 to bring both the worker and shareholder contribute to the prosperity. There must be cooperation, trust and friendship between the co-workers and the management and to bring harmony and peace in the organization. The origin of worker participation in management is divided into 2 stages before independence and after independence.

#### **Worker's participation before independence**

Prior to the independence workers were not involved in the management and also the management believed they opinions matters only when there is need to increase the production otherwise it is not necessary to consult with the workers on issues which are defined for the management. They were neither any talk about the worker participation and recognition.

### Worker's participation after independence

The setup of industrial dispute act 1947 enhance the scope of wpm in India. With the recommendations drafted in the model agreement resulted in the formation of joint worker's management council in India. (JMCs).in the 1970s government accepted the workers in the board of directors in the year 1976 government of India makes amendment I constitution to include wpm as one of the directive principles in India. On May 1990 the government introduced a bill in the parliament. Nearly after 26 years after industrial dispute act 1947 and various amendment acts. In the year 2010 the government of India brought a provision stating that every industry employing 20 or more than 20 workmen is now under the legal obligation to resolve the worker's dispute.

Workers' participation in management is probably the most misunderstood and misused concept in labour-management relations in India, and has been taken to imply even collective bargaining, or to include suggestion schemes, employee ownership of stocks and so on. For example, several case studies on participative schemes were presented at a national seminar on workers' participation in management held in Delhi under the auspices of large government enterprises and the Ministry of Labour in December 1981. The Steel Authority of India Ltd. (SAIL) representative stated that its joint negotiating committee was an example of participation. The representative from Hindustan Electrographic proudly touted its suggestion scheme as a participative one. The Fertilizer Corporation of India representative cited the establishment of safety and vigilance committees as examples of participation. This illustrated clearly that there was neither consensus nor clarity on the concept of participation (Sen, 2010, p. 365 and p. 371).

Since the time the concept was defined by Sidney Webb and Beatrice Web in their book Industrial Democracy as a right of workers to participate in decisions on issues which concerned them, any matter where workers exerted influence was deemed to be participation. Wages and working conditions were considered to be legitimate areas of employees' concern, but the question naturally arose about the limits of these concerns. In India, it is easier to ask what does not interest the worker or what does not affect his work. Where the organization is concerned, everything – from its products and processes, its machines and their maintenance, to the markets, finances, or managerial remuneration in the enterprise – is of concern to employees.

During the two World Wars, the imperatives of higher production led to a heightened interest in employee participation and the practice of participation. The establishment of formal bodies to give workers more say in the work process became more widespread. In India, Mahatma Gandhi had already launched the idea of trusteeship after the First World War, and some experiments had followed in the Ahmedabad textile mills. After independence, the Government of India consolidated tripartism and created consultative forums.

### Types of employee participation

The various types of involvement with employees varied greatly, though, as several organizations established different practices in India. Information-sharing, suggestion schemes, consultation and, only in a few cases, co-determination or participation in its true sense, exist in many organizations. New terms also emerged to define or describe these variations and deviations from real participation in decision-making, such as employee involvement, employee empowerment and employee engagement.

### Worker's participation and Human relation

Workers' participation in management is an important part of human relations because it offers an enormous potential for higher productivity. The term "participation" has different meanings for different purposes in different situations. McGregor are of the view that participation is one of the most misunderstood ideas that has emerged from the field of human relations. Keith Davis has defined the term "participation" "as the mental and emotional involvement of a person in a group situation, which encourages him to contribute to group goals and share responsibilities in them" In general terms, the object of workers' participation implies the mental and emotional involvement of a worker in a group situation which encourages him to contribute to group goals and share responsibilities

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## 2. RESEARCH METHODOLOGY:

### RESEARCH:

Research is the process in which the researcher wishes to find out the end result for a given problem and thus the solution help in future course of action. The research has been defined as "A carefully investigation or enquiry especially through search for new fact in any branch of knowledge".

### RESEARCH METHODOLOGY:

Research methodology is a plan of action for a reason project and explain in detail how data are collected analysed and presented. So that they will provide meaningful information. This selection gives enough background effectiveness of employee high is collected from the specific category of employees.

### RESEARCH DESIGN:

Research design is the plan structure and strategy of investigation conclude so as to be obtain answers research questions and to control variance.

The type of research design selected for the project is descriptive research design.

Descriptive design involves surveys and fact – finding enquires of different kinds. The major purpose of descriptive research is the description of the state of affairs as it exists at present. The main characteristic of this method is that the researcher has to control over the variables can only report what has happened or what happening.

It is overall operational pattern or framework of the project that simulates what information is to be collected form which sources by what procedures.

Descriptive researcher statistical researches provide data about the population or universe being studied.

**SELECTION OF SAMPLES****POPULATION SIZE**

There are totally 180 employees working in the organization.

**SAMPLE SIZE**

Out of the total population 180, the sample taken are 122 from the organization.

**SAMPLE AREA**

The research area was conducted at **Pragati oils at Mayiladuthurai**,

**SAMPLE METHOD:**

The researcher adopted survey method **simple random sampling** technique. Because it provides equal opportunity. The researcher adopted survey method because of less population in the organization and planned to give opportunity for all employees to share their views.

**SOURCE OF DATA COLLECTION****PRIMARY DATA**

Data refers to inform or facts. It includes numerical figures, non-numerical figures and descriptive facts. Qualitative and quantitative information. The task of data collection begins after a been research problem has defined and research plan has been decided.

The type of data used in primary data is using structured questionnaire. This means all respondents were given the same set of questions.

The primary data are those that are collected for time and thus happen to be original in character. The primary data used for this project was collected was collected using questionnaires. The information was collected from the employees through personal contacts.

**SECONDARY DATA:**

Apart from the primary data collected, the data collected through the text books, record of the organization, journals from library, academic reports and internet used for the study.

**STATISTICAL TOOLS**

- Percentage analysis
- Chi-square test
- Correlation coefficient
- ANOVA

**PERCENTAGE ANALYSIS**

Percentage area is the simplest and useful statistical devices used for interpretation of selected data in the research, business and economic statistic. it refers to a special kind of rates, percentage are used in making comparison between two or more series of data. A percentage is used to determine relationship between the series.

**CHI-SQUARE TEST**

Chi – square symbolically written as is statistical measures with the help of which it is possible to access the significance of the differences between the observed frequencies and expected frequencies obtained from some hypothetical universe chi-square enable us to test whether more two-population portion can be consider equal.

In order that chi-square test may be applicable both the frequencies must be grouped in the same way and the theoretical distribution must be adjust to give the same total frequencies which is equal to that of frequencies is calculated help of the following,

$$\text{Chi-square test, } \chi^2 = \sum (O_i - E_i)^2 / E_i$$

Were,

$O_i$  - Observed frequency

$E_i$  - Expected frequency

**3. CORRELATION COEFFICIENT**

Correlation coefficient is a measuring the relationship or independence of two or more variables. X and Y measure some character of a particular system. It is necessary to measure their independence of x and y. if the quantities' (x and y) vary in such a way that change in one variable, corresponds to change in other variables x and y are correlated.

**ANOVA**

Analysis of Variance (ANOVA) is a collection of statistical method and their associated procedures (such as “variations “among and between groups) used to analyze the differences among group means. ANOVA was developed by statistician and biologist Ronald. In the ANOVA setting, the observed variance in a particular variable is partitioned into components attributable to different source of variation.

**4.ANOVA****Test 1:****Null Hypothesis:**

H0: There is no association difference between the salary and fulfil my basic needs and feel secure from the salary received.

**Alternative Hypothesis:**

H1: There is an association difference between the salary and fulfil my basic needs and feel secure from the salary received.

**TEST:**

To test the association difference between the salary and fulfil my basic needs and feel secure from the salary received.

**TABLE****Descriptive**

I can fulfil my basic needs and feel secure from the salary received.

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimu m	Maximum
					Lower Bound	Upper Bound		
8000-10000	26	1.62	.637	.125	1.36	1.87	1	3
10001-15000	54	1.59	.599	.082	1.43	1.76	1	3
15001-20000	36	1.58	.604	.101	1.38	1.79	1	3
20001>	6	1.17	.408	.167	.74	1.60	1	2
Total	122	1.57	.602	.054	1.47	1.68	1	3

**TABLE****Test of Homogeneity of Variances**

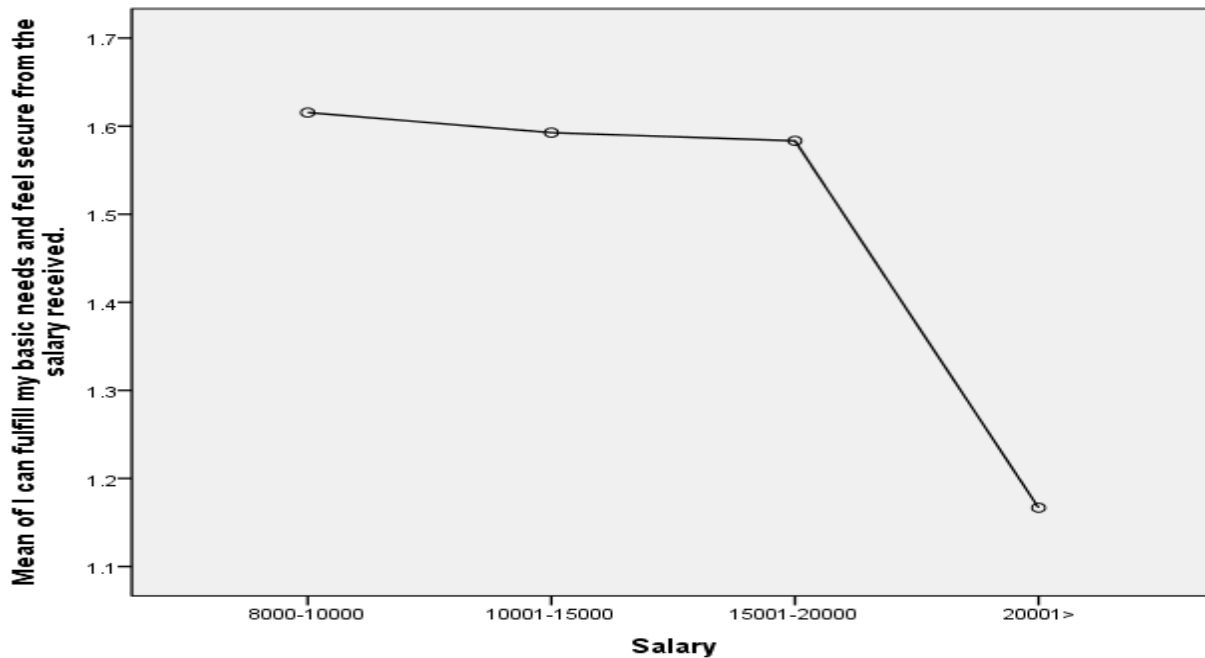
I can fulfil my basic needs and feel secure from the salary received.

Levene Statistic	df1	df2	Sig.
2.577	3	118	.057

**TABLE****ANOVA**

I can fulfil my basic needs and feel secure from the salary received.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.062	3	.354	.976	.406
Within Groups	42.774	118	.362		
Total	43.836	121			



## 5.RESULT:

Since the calculated value is greater than 0.5. There is no significant different between the salary and fulfil my basic needs and feel secure from the salary received. Hence,  $H_0$  accepted.

## 6.CONCLUSION

The title “A Study on Workers’ Participation in Management (WPM) with special reference to Pragati oils in Mayiladuthurai, Tamil Nādu” and this study has been portrayed about the information collected from the employees of Pragati oils. The study mainly focuses on the information about the workers participation in the management.

Workers’ Participation in Management has assumed great importance these days because it reduces industrial unrest and helps in dispelling employees and misunderstanding about the outlook of management in industry. The organization is giving utmost importance to the workers Participation in all the levels of the Management. The organization uses a sound participative mechanism. There exist a healthy sign of team spirit and co-operation among the employees in the organization. The employees seem to understand and co-operate with each other in the organization. It also influences efficiency of workers in both direct and indirect ways. Employees believe that they will definitely get benefited when participation is confined to all the members of the organization and consider their views at different levels of decision making. The workers participation in management improves the understanding in between the managers and workers.

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