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Publication History
Received: 1 June 2016
Accepted: 28 June 2016
Published: 01 October 2016

Citation

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General Note
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A Study on Workers Participation in Management in Sri Balamurugan Engineering Works Pvt. Ltd. at Trichy

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Abstract—Workers Participation in Management means the workers are given a chance to share the functions of the management in achieving the organization goals of the undertaking a project title is “A Study On Workers Participation In Management In Sri Balamurugan Engineering Works Pvt. Ltd. At Trichy”. The primary data was collected through questionnaire methods using convenient sampling techniques. The secondary data has been collected from books, journals and internet. The collected data has been technically analyzed by using the tools like percentage analysis, chi square and ANOVA. With the help of analyzed data findings and suggestion are made. The most of the respondents are agreed regarding with the satisfaction of employees working environment by the company. Suggestions are given for improving the overall opinion, based on study result in the company by method of management’s techniques. Finally the study is carried out to know the employee attitude at Sri Balamurugan engineering company. The employees of the organization are dissatisfied with few factors. Company considers this factor and takes them remedial steps to improve the level of workers participation in management.

Index Terms: Participation, goals, Target.

INTRODUCTION

The concept of worker participation represents a popular theme in the analysis of the world of work among scholars in the fields of Industrial Sociology, Industrial Relations as well as Management. It refers to any arrangement which is designed to involve low cadre employees (workers) in the important decision making within the workplace. This implies that rather than saddling only a group within the enterprise (for instance, Management) with the responsibility of making decisions, all those who are to be affected by these decisions (including the workers) would be involved in its formulation and implementation.

Workers’ Participation in Management John Leitch has defined Industrial Democracy as “the organization of any factory or other business institution into a little democratic state with a representative government which shall have both the legislative and executive phases”. In the same manner as political democracy has a converted subject into citizens, with right of self-determination and self-government, industrial democracy converts the workers from the mere subjects obeying the orders of the employees, in to citizens of the industrial world, with a right to self-determination and self-government that is representative participation in making rules and enforcing them. This is known as Workers’ participation in workers’ participation in management means giving scope for workers to influence the managerial decision-making process at different levels by various forms in the organization. The principal forms of workers’ participation are information sharing, joint consultation, suggestion schemes, etc. In recent time, scholars have directed increasing attention to the issue of worker participation and its broader corollary, industrial democracy (Mankidy, 1984; Yesufu, 1984, Adewumi 1989; Verma and Syha; 1991, Weller 1993; Kester and Pinaud, 1996; AduAmankwah, K. and Kester, G. 1999). These concerns reflect a growing interest in finding ways to make work more meaningful and satisfying to the workers. This rest on the belief that the organizational goals of high productivity and harmonious industrial relations are best achieved when the higher level needs of the human elements (workers) are satisfied. Worker participation implies arrangements designed to involve workers in the enterprises decision making process. This allows for workers’ involvement in the initiation, formulation and implementation of decisions within the enterprise. The concept can also be understood in terms of a new approach to industry and society in which people want to be interested with the taking of decisions which have direct bearing on them. Mc Gregor (1960) contends that worker participation consists basically in creating opportunity under suitable
conditions for people to influence decisions which affect them. It is a special case of delegation in which the subordinate gain greater control, greater freedom of choice with respect to bridging the communication gap between the management and the workers. This serves to create a sense of belonging among the workers as well as a conductive environment in which both the workers would voluntarily contribute to healthy industrial relations.

**SCOPE OF THE STUDY**

The participation includes willingness to share the responsibility of the organization by the workers.

The study was helpful to identify the involvement in the working environment.

The study focuses on to understand the causes of performance problems.

The study covers to know the management can enhance employee relationship.

The study about management can encourage the resolve of the employees to change the negative behavior pattern.

**OBJECTIVES OF THE STUDY**

To find out the mutual understanding between management and workers, i.e., industrial harmony.

To analyze the communication system followed at all levels.

To access about handling of resistance to change in the organization.

To find out how the organization increases the productivity with joint efforts.

**NEEDS OF THE STUDY**

This study will help to know the employee satisfaction towards workers participation in management.

This study will help to know the mutual understanding between management and workers, i.e., industrial harmony.

This study will help to know how to handle resistance to change.

The study will help to make workers satisfaction towards their work.

**RESEARCH DESIGN**

Descriptive research:

Descriptive research attempts to determine, descriptive, or identify what is it uses description, classification, measurement and comparison to describe a situation.

Data collection:

For the purpose of the study the necessary data has been collected from primary and secondary methods. Primary Data required for the study was collected through questionnaire method. It was collected from published books, journals, company records and internet.
REVIEW OF LITERATURE

Bundestag in 1972

The industrial democracy movement can be seen therefore as part of the Quality of Work Life Movement (QWLM) which spread throughout Europe during early 1972. A major impetus to this movement was provided by the Workers Constitution Act passed by the German. The Act imposed a mandatory Worker council on every German enterprise employing more than five employees.

Kester and Thomas 1981

Have demonstrated that there is a fast growing interest in the development of worker participation in developing countries. In their studies, they found one form of worker participation or the other in these countries. In some cases, worker participation was introduced an essential part of development strategy.

Mankidy 1984

Have argued that in these countries, labor relations are characterized by a break-up of existing patterns. In many of these countries, there is an increasing awareness that the labor relations produced in these countries are grossly defective. Trade unions are also seen as very weak in many of them. Lastly, on the ideology ground, collective bargaining is rejected because of its emphasis on the dependent wages labor position of the workers.

Levine and Tyson 1990

Distinguished between consultative and substantive forms of participation. In consultative forms, employees provide information or advice, but management retains the right to make decisions. In more substantive participatory systems workers have greater autonomous control over methods and pace of work and make decisions that substantively affect the production process.

Adewumi 1991 and mills 1997

Worker participation has been explained as a plank of industrial democracy described spread of industrial democracy to Western Europe in the 1970s a story of capitalism in transition. In his words, in countries where it is occurring, industrial democracy.

FINDINGS

Most of the respondents (56%) strongly agree in the mutual understanding between management and worker. Because the employees are obey their superior and do their workers with properly so the management mutual understands with workers.

Most of the respondents are (45%) strongly agree that the management work towards solving problem. The company takes immediate action to solve the employee problems so the employer satisfied with management.

Majority of the respondents are (68%) agreed in the workers problems are freely communicated to the management. The employee can easily approach their higher authority to discuss their problem.

Most of the respondents are (34%) strongly agreed that their problems are quickly resolved.

Most of the respondents are (38%) strongly agreed in the management invite you to important decision towards the work. The company conducts meeting to communicate and are suggestion about the decision.

Majority of the respondents are (46%) agreed that speak freely on a variety of topics to the management. The employee to communicate ideas for the management plans to select and implement to attain organization goals. The employees can suggest ideas to the management so the employees highly satisfied about speak freely on a variety of topics to the management.
Most of the respondents are (46%) agreed to share employee information and new ideas throughout the company. The employees are equally treated so all the employees are share their information and opinion to their superior.

Most of the respondents are (41%) neutral in the no barriers to open and efficient communication to management. The management send their circular for communicate any type of information to their employees but sometimes the circulars not reaching to their employees.

SUGGESTIONS

MUTUAL UNDERSTANDING:

The management and worker have good mutual understanding. Because the management to reduce the industrial conflicts so didn’t show partiality within workers. I am saying to happy the management and workers relationship is very well in this company because the management quickly rectifies their needs and wants.

MANAGEMENT PROBLEM SOLVING:

The employees are very satisfied that they are management work is towards solving problem. A quality of the employee respondents that participation management in peaceful settlement of industrial disputes.

COMMUNICATION PROBLEMS:

The company can take steps to improve the communication between the management and employee. Management should have a more responsive attitude towards the workers. It should be liberal in sharing information.

RESOLVE PROBLEM:

The employees felt that their problems in the organization are solved quickly so they are very satisfied for short duration to resolve employee problem to the management. The employee problem based too quick resolve the management.

IMPORTANT DECISION:

The employees happy to say they are all act as an important character of decision-making. It shows the mutual relationship between workers and management.

VARIETY OF TOPICS:

The company improves to consider the employee variety of topics to the management so helps to develop the company status.

SHARE EMPLOYEE INFORMATION:

The employees are equally treated so all the employees are share their information and opinion to their superior. It is good to maintain their relationship.

COMMUNICATION BARRIERS:

The communication flow is very good in this company. This may be maintained as it is.
CONCLUSION

Based on the findings of the study it could be conclude that workers in the study establishment are generally not much involved in the management decision-making within their respective establishment.

Workers who are subjects of this study generally demonstrated willingness to accept the responsibility of involvement in management decision-making whenever such opportunity arises. However many hold the view that management decision-making is the preserve of the management.

REFERENCES:

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