

# **Worker's Participation In Management**



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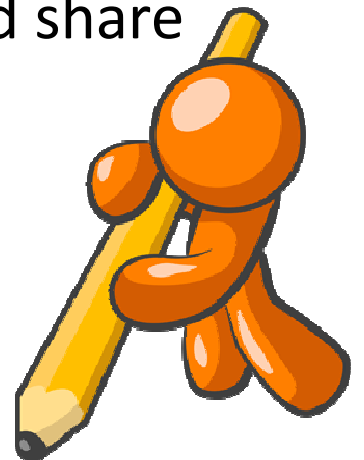
# **Concept Of Worker's participation in Management**

✓ The technique of the worker's participation in management is a powerful behavioural tool for managing the industrial relations system.

✓ **Definition:-**

•: **According to davis-**

“it is mental and emotional involvement of a person in a group situation which encourages him to contribute to Goals and share responsibilities with them.”



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✓ The participation enhances employees ability to influence decision

making at Different level of hierachy with concomitant assumption of responsibility.

✓ the decision making at these different levels would assume Different patterns in regard to policy formulation & execution:

1)At the shop level;

2)At the depatmental level;

✓ The participation incorporates the willing acceptance of Responsibilities by the body of workers.

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- It is conducted through the mechanism of forums and practices which provide for the association of workers' representatives.

# Objectives of worker 's participation

- To improve the efficiency of organizations & harmonious industrial relations.
- A means for attaining industrial peace and harmony which lead to higher productivity & increase production.
- A humanitarian act, giving the worker an acceptable status within the working community.

An ideological point of view to develop self management in industry.



## Importance :-



- ✓ Unique motivational power & a great psychological values, peace,harmony between workers & management.
- ✓ Participation make them more responsible.
- ✓ They become more willing to take initiatives & come out with cost saving suggestions & growth oriented ideas,scope & wage from participation.
- ✓ Worker get to see how their actions would contribute to the overal growth of the company & they are become more enthusiastic in their implementations.

## Methods:-

1. Board level participation
2. Participation through ownership
3. through staff & worker councils
4. through joint councils & committees
5. Through collective bargaining
6. through job enlargement & enrichment
7. through quality circle
8. through TQM

## **Limitation:-**

Technology & organization today are so complex that specialized work-roles are required. This means employee will not be able to participate effectively in matters beyond.



## **worker 's participation & its impact on quality work life:-**

- It removes the resistance due to adop new technology.
- Cost can be reduced.
- Efficiency can be increased.
- Productivity can be increased.
- Optimal utilization of available resources con be done.
- Quality control.

➤ It reduces the conflicts & make healthy environment.

➤ Quality control

➤ Proper flow of information.

**Thank you**