



WORKERS' PARTICIPATION IN MANAGERIAL DECISION:A CASE STUDY OF SIDCUL

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ABSTRACT

The present research attempt to find the expectations and satisfaction level of workers' from the management. Workers' participation in management is a social tool for success any enterprises. In this paper we present a case study on SIDCUL which is situated at Rudrapur and Sitarganj in Udham Singh Nagar district of Uttarakhand. Primary data was collected with the help of a questionnaire collected from 195 respondents who were chosen using convenient sampling technique. Analysis done with the help of different statistical tools. Researcher found that workers are motivating with the Workers Participating Managerial Decision.

KEY WORDS: *Managerial decision, Motivating, Participating, Relationship and Enterprises.*

INTRODUCTION

There are two groups of people in any industrial activity; workers and management. Good relationship between workers and Management play vital role for success any enterprises. Participation which refers to the process in which two or more parties influence each other in making certain plan, policies and decisions. It is restricted to decisions that have further effects on all those who are making the decisions and those who are represented by them (J.R.P. French 1960). The Participation of the workers in management ensures improvement in worker efficiency and strengthening their ability which result in productivity increase (Mamoria 1997).

It is argued that the firms' efficiency and stability, as well as workers' satisfaction, can be achieved through participatory decision-making. For this purpose, employee are advised to take part in making such rules and the Govt. intervention is also required, otherwise managers will make rules that allow them to retain control of the key points in the decision-making process (Mizrahi 2002).

According to the International Institute for labor studies "Worker Participation in Management is the Participation resulting from practices which increase the scope for employee's share of influence in decision-making at different tiers of organizational hierarchy with concomitant assumption of responsibility (Rathnakar 2012)

LITERATURE REVIEW

It is argued that workers' participation is able to utilize a good deal of knowledge about production that is not available to supervisory or managerial personnel, that participation is 'counter weight' to productivity diminishing managerial decision motivated by the status and power goals of manager and supervisors; that the psychological effects of participation

in decision making stimulate greater effort and better quality control (Sukumar Banerjee 1986)

The study has revealed that though the practice of indirect and informal participation has already existed in some organizations in Nepal, there is no strong evidence of direct participation. Based on the attitude of the workers and the managers, it can be concluded that the workers demonstrated high interest in management decision making than their counter part, indicating the disinclination of the management toward the scheme (Shyam Bahadur Katuwal 2011)

The implication of these to employee of increasing exposure to a monetized society, rising education and wider contact among people resulting from the break-up of artificial barriers was to shift these aspiration to a more satisfying work experience, greater control over the organization of work, greater opportunity for personal development and wider scope in exercise of initiatives. Specifically, the refusal of work organizations to recognize the human factor in industrial production through greater involvement of employee in management decision making would tend to create several human problems in this setting (Sonal P. Shende, and Gajanan B. Patil 2015).

Several participative forum involving workers and management representatives work in the National Power Thermal Corporation in Ramagundam, Andhra Pradesh. The membership pattern in this participative forum reveals that they give an almost equal representation to both these categories. The workers representative is capable of representatives are either elected by workers themselves or by the trade union leader. The study revealed that the management of NTPC, Ramagundam in Andhra Pradesh found to implement almost all the important decision of the participative forum (Abhimanyu Anshu Taunk 2012).

OBJECTIVES OF THE STUDY

Following are the objectives of the study:

A. The central objective of the study is to find the impact on workers’ with the workers’ participation in managerial decision.

B. To investigate the Relationship between workers and management in the decision making

METHODOLOGY OF THE STUDY

Rudrapur Industrial and Sitarganj industrial area of SIDCUL were selected for the study . Both are situated stare of Uttarakhand in the city of Udhamasing Nagar. Data were collected from both the sources Primary as well as Secondary Sources. Primary data was collected with the help of a questionnaire collected from 195 respondents who were chosen using convenient sampling technique. Secondary data were collected with the company company’s books and Register. The variables used were the Age, Gender, Education, and Motivation Involvement in managerial decision, Policy

Decision, Welfare, safety, Family protection, Security, Accommodation, Profits Distribution and investment decisions. Likert scale was used to assign value to the questionnaire ranking from 0 to 4. For Analysis of Data Various Statistical methods like; mean, and t-value have been used.

HYPOTHESIS

To achieve research objectives of the study following null hypotheses were formulated.

- 1 There is no significance difference between the motivation and WPM.
- 2 There is no significance difference between the Relationship of workers and management with the WPM.

INTERPRETAION AND ANALYSIS OF DATA

Demographic profile and education detail of the respondent detail are given in table -1

Table-1 Gender of Respondent

Gender	N	%
Male	45	23%
Female	150	77%
Total	195	100%

Sources: Primary data

Table -2 Indicate that 77% male workers and 23% female workers are engage in SIDCUL

Table -2 Age group of Respondent

Age Group	N	%
Below 30	45	23%
31-55	80	41%
56and above	70	36%
Total	195	100

Sources: Primary data

Table -3 reveals Age group of Respondent and its showing that experience workers are doing job in compare to the younger workers.

Table-3 Education of Responed

Education	N	%
Illiterate	35	18%
Educated	40	20%
Professionally Educated	120	62%
Total	195	100%

Sources: Primary data

Table-4 Workers Expectations and Satisfaction towards the WPM

Variables	Expectation (E)	Satisfaction (O)	(O-E)	(O-E) ²	$\frac{2}{H^2 - \frac{H}{?}}$
Managerial decision	70	65	5	25	0.3571
Importance in meeting	100	90	10	100	1.00
Profit distribution	60	55	5	25	0.41
Participation in decision making	20	16	4	16	0.8
Participation in policy making	50	42	8	64	1.28
Recruitment and selection	70	62	8	64	0.914
Investment plan	69	50	19	361	4.783
Opportunities	90	60	30	900	10.00
Family protection	30	22	8	64	2.13
Security	30	25	5	25	0.833
Accommodation	90	70	20	400	4.444
Administrative decision	75	65	10	100	1.333
Promotion	80	67	13	169	2.112
Work hour	90	76	14	196	2.177
Pay revision	80	70	10	100	1.25
					$X^2 = 33.823$

Sources: Primary data

Chi-square =33.823; df 14; Significant at 5% level of significance =23.68

Table -4 reveals that calculated value of the Chi-square is greater than the table value. Hence both null hypotheses have been “rejected.

FINDING AND CONCLUSION

Above analysis showing that workers are satisfied with their expectation toward the Workers Participant in Managerial decision. Workers are getting motivate with positive attitude. They are being part of Policy, Decision making, Investment, Profit distribution, selection and recruitment, opportunities, family protection and security and other Important issue. Participation of workers in Managerial decision is making good relationship between the Workers and Management which is positive aspect for development of enterprises and society.

Suggestion

Following are the suggestions of this study:

- Workers should be aware from their rights. To aware them awareness program should be run by the organization.
- Only Participation in Managerial decision is not good for the workers, their suggestion and experience might be useful for the enterprises.
- Improvement of the WPM scheme might be useful to remove the industrial conflict between workers and Manager.
- Leader of workers or senior workers should be part of every meeting and conferences.

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