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IMPACT OF WORKERS' PARTICIPATION IN MANAGEMENT ON PRODUCTIVITY IN DHANALAKSHMI SRINIVASAN SUGARS PVT.LTD, PERAMBALUR DISTRICT



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Abstract

This study focuses that the workers' participation in management affects productivity and positive work environment in the organization. The main intention of this study was to find the impact of workers' participation in management on productivity in Dhanalakshmi Srinivasan Sugars Pvt.Ltd, Perambalur District. The impact on productivity is assured through definite Schedule, better training, better quality, clarity of instructions, low machine breakdown, capable supervision and low rate of absenteeism.

Keywords: *Workers' Participation Management, WPM, Productivity*

Introduction

The concept of workers' participation in management crystallizes the concept of industrial democracy, and indicates an attempt on the part of an employer to build his employees into a team which works towards the realization of a common objective. In the words of Davis, "it is a mental and emotional involvement of a person in a group situation, which encourages him to contribute to the goals and share responsibilities with them." In the words of Kenneth Walker, "Workers' participation in management is a resounding phrase, bridging the past and the future. It echoes the millennial vision of nineteenth century thinkers while heralding the evolution of new

forms, of industrial organisation under twentieth century pressures. The word ‘workers’ participation’ is plentifully supplied with ideas, institutions and opinions.” According to J.R.P. French, participation which refers to “the process in which two or more parties influence each other in making certain plans, policies and decisions. It is restricted to decisions that have further effects on all those who are making the decision and those who are represented by them.

Reviews of literature

Rajarathi.K and Sathyapriya.J (2016) This study focuses mainly on Worker’s participation in Management decision making at Tamil Nadu Newsprint and Papers Limited (TNPL), Karur. The main objective of this paper is to study about the level of satisfaction of participation of the employees of TNPL in management decision making. 133 employees of TNPL, Karur were chosen as sample through Simple Random Sampling technique and the required data was collected through a structure questionnaire. The major findings of the study are that the level of participation of employees in management decision making is good and the climate for participation is favourable for the employees and also there is no association between gender and the level of participation.

Ankita Prabhakar (2015) According to Gallup's new 142 country study on the State of the Global Workplace, only 13% of employees are engaged at work worldwide. This means, only one in eight workers are committed to their jobs and likely to be making positive contribution towards their organizations. This triggers out the need of implementing various engagement tools that initiate their participation to the maximum. This paper is focused on the various worker’s participation tools and their assessment so as to infer that which among them will yield better results as a whole. Tools like co-partnership, suggestion scheme, joint consultation, Management by objective and quality circle are discussed in this paper by the way of the literature review study for the valid support. Also, scope for future study is determined in this paper related to employee participation after discussion of it’s all tools.

Tung, Amy, Baird, KevinSchoch, Herbert (2014) this paper examines the relationship between specific organizational factors (top management support, training, employee participation, teamwork and the link of performance to rewards) with the effectiveness of environmental management. The effectiveness of environmental management is measured in respect of the effectiveness of environmental management processes and environmental performance.

Objectives of the study

- To ascertain the awareness level about the workers’ participation in management in Dhanalakshmi Srinivasan Sugars Pvt.Ltd, Perambalur District
- To find the impact of workers’ participation in management on productivity

Research Methodology

Research Design : Descriptive research design is used for this paper

Sampling technique : Simple Random Sampling technique is used for data collection

Population : 50 respondents working at Dhanalakshmi Srinivasan Sugar Mill, Perambalur were chosen for this study

Method of Data Collection: Primary data collected through a structured survey questionnaire and secondary data were collected from websites, journals and magazines.

Tools used for analysis: Percentage Analysis and Oneway ANOVA 'f' test

Data analysis and interpretation:

Research hypothesis: There is no significant difference between occupational status of the respondents and their overall workers participation management

Oneway ANOVA difference between occupational status of the respondents and their overall workers participation management

Overall WPM	n	Mean	S.D	F	Statistical inference
Administration	9 (18%)	18.02	0.923	1.279	0.790>0.05 Not Significant
Production	16 (32%)	16.87	1.124		
Quality Control	6 (12%)	17.64	0.934		
Store	19 (38%)	16.23	1.107		

The above Oneway ANOVA 'f' test table shows that one third (38 per cent) of the respondents were worked in store keeping and their mean and S.D value is 16.23 ± 1.107 of overall workers participation management, 32 per cent were worked in production and their mean and S.D value is 16.87 ± 1.124 , 18 per cent were in administration and their mean and S.D value is 18.02 ± 0.923 and remaining 12 per cent were worked in quality control and their mean and S.D value is 17.64 ± 0.934 . Therefore, there is no significant difference between occupational status of the respondents and their overall workers participation management. Hence, the calculated value greater than table value ($0.790 > 0.05$). So the research hypothesis is accepted.

Conclusion and Suggestions

Clarity of communication and timely supply of material can also contribute to higher productivity and it needs attention. Every worker is required to be aware about wpm, its benefits, and contribution to the development of the organization. They must take initiative for its proper implementation and not just for formality sake. Workers involvement in decision making for introduction of the new machine and equipment is not in practice in sugar industry which requires management thought. The impact on satisfaction from supervisor, cooperation, and satisfaction from workplace was at lesser side, which needs to be improved. The satisfaction from welfare schemes is not significant and it is the area where workers involvement could be maximum.

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