

WORKERS PARTICIPATION MANAGEMENT IN H&R JOHNSON INDIA LTD AT KARIKAL

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Introduction:

Workers participation in management is an essential ingredient of industrial democracy .The concept of workers participation in management is based on human relations approach to management which brought about a new set of values to labour and management. Traditionally the concept of workers' participation in management(WPM) refers to participation of non-managerial employees in the decisions-making process of the organization. Workers' participation is also known as labour participation or 'employee participation' in management. In Germany it is known as co-determination while in Yugoslavia it is known as self –management. The international labour organization has been encouraging a member nation to promote the scheme of workers participation in Management. Workers 'participation in management implies mental and emotional involvement of workers in the management of enterprise. It is considered as a mechanism where workers have a say in the decision making. Workers participation refers to the mental and emotional involvement of a person in a group situation which encourages him to contribute to group goals and share the responsibility of achievements.

Importance:

- Unique motivational power and a great psychological value.
- Peace and harmony between workers and management.
- Participation makes them more responsible.
- The attitude and outlook of the parties should be enlightened and impartial so that free and frank exchanges of thoughts and Opinions could be possible. Where a right kind of attitude exists and Proper atmosphere prevails process of participation is greatly stimulated.
- Participation must work as complementary body to help collective bargaining which creates conditions of work and also creates legal relations.

Management should be prepared to give all information connected with the working of the industry and labor should handle that Information with full confidence

Objectives :

- ✓ To understand the analysis the role of the workers participation Management in H&R Johnson India Limited at karaikal.
- ✓ To understand the function of workers participation and the trade Union activities in H&R Johnson India limited at karaikal.
- ✓ To identify the workers ‘mentally with co-operation of top level Management.
- ✓ To access the relative importance of employee’s behavior compared to all other activities.

Methodology:

The study is based on both primary as well as secondary data.

The Secondary data were collected from the magazines., books and Journals. The primary data were collected by constructing as well as structured questionnaire.

Research design:

This is research has taken explanatory design to know the extent of Workers participation in management

Statement of the problem:

Workers Participation Management a very important role in Human Resources Management. Majority of the employees feel they are agreed to representation of the employees’ gravences to the top level. Workers Participation Management to create relationship between management and employees and the employees in working place. Job satisfaction and morale are normal in organization. Management to understand the problem of employees more perceived.

Sampling

The present study is based on sampling technique. Simple random sampling technique was used to elicit the opinion of the employee about workers participation in management. 50 employees were selected as sample from the total of 350 employees in the study unit.

**TABLE NO.1
RESPONDENTS ACCORDING TO THEIR CHANCE FOR THE PARTICIPATION
IN MANAGEMENT**

SI.NO	OPINION	NO. OF RESPONDENCE	PERCENTAGE
1	YES	40	80%
2	NO	10	20%
3	CANT’T SAY	-	-
	TOTAL	50	100%

Source: primary data

INTERPRETATION:

From the above table shows the respondents opinion above their chance for participation in management. From the above it is that majority number of respondents (80%)are satisfied and remaining(20%) are unsatisfied.

Table No.2

IMPROVE THE LEVEL OF SATISFACTION

SI.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	Agree	44	88%
2	Dis-agree	6	12%
3	Strongly-dis agree	-	-
	TOTAL	50	100%

Source: primary data

INTERPRETATION:

From the above table it is clear that all the respondents feeling about their level of satisfaction improving of participation management.(88%)of the respondents agree, their improved level of satisfaction in the participation management and remaining(12%)of the respondents are dis-agree in their level of satisfaction.

Table No.3

EMPLOYEES SUGGESTIONS ALLOWED BY HIGHER AUTHORITY.

SI.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	Yes	32	64
2	No	18	36
3	Can't say	-	-
	TOTAL	50	100%

Source: primary data

INTERPRETATION:

From the above table shows that the representation opinion of their suggestions allowed by higher authority.it is clearly seen that the majority number of respondent(64%)are yes and remaining(36%)are no.

Table No.4

MOTIVATION OF EMPLOYEE'S PERFORMANCE

SI.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	Monitory	42	84%
2	Non-monitory	8	16%
	Total	50	100%

Source: Primary Data

INTERPRETATION:

From the above table should be the opinion of the respondents regarding motivation employees performance.(84%) of the respondents are monitory basis by management and remaining (16%)of the respondents are non-monitory basis.

Table No.5

REPRESENTATION OF EMPLOYEES GRIVENCES TO THE TOP LEVEL

SI.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	Yes	40	80%
2	No	10	20%
3	Can't say	-	-
	total	50	100%

Source: Primary Data

INTERPRETATION:

From the above table shows that the representation of employees grievance to the top level. It reveals that the majority number of respondents (80%) are Yes and remaining (20%) are No.

Table No.6

MEMBER IN THE TRADE UNION

SI.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	YES	34	68%
2	NO	16	32%
3	CAN'T SAY	-	-
	TOTAL	50	100%

Sources: Primary Data

INTERPRETATION :

From the above table shows the opinion of the respondents regarding the membership in the trade union(68%).of the respondents are membership in the trade union and remaining(32%) of the respondents are not membership in the trade union.

Table No.7

WEIGHTAGE TO THE TRADE UNION

SI.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	YES	40	80%
2	NO	10	20%
3	CAN'T SAY	-	-
	TOTAL	50	100%

Source: Primary Data

INTERPRETATION:

From the above table shows that the opinion of the respondents regarding the weightage to the trade union.(80%)of the respondents says yes,and remaining (20%)of the respondents says No.

Table No.8

TYPE OF PROMBLEM IS MOSTLY ARISES IN YOUR CONCERN

SL.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	Between the management and employees	15	30%
2	Between trade union and management	25	50%
3	Between the employees	10	20%
	TOTAL	50	100%

Source: Primary Data

INTERPRETATION:

From the above table shows that the majority(50%) of the respondents says problem mostly arising between the trade union and management other than(30%)of the respondents says between the management and employees,remaining(20%)of the respondents says between the employees.

Table No.9

REPRESENTATION GIVING BY THE TRADE UNION IS ACCPECTED BY THE MANAGEMENT

SL.NO	OPINION	NO.OF RESPONDENTS	PERCENTAGE
1	YES	48	96%
2	NO	2	4%
3	CAN'T SAY	-	-
	TOTAL	50	100%

Sources : Primary Data

INTERPRETATION:

From the above table shows the representation given by the trade union is accepted by the management. It is clearly understood that the majority number of the respondents (96%) are say Yes, and remaining (4%) and say No.

FINDINGS

- ✓ Majority of the respondents (80%) are getting chance for participation management.
- ✓ Majority of the respondents (88%) are agreed in level of satisfaction.
- ✓ Majority number of respondents (64%) say that their suggestion are allowed by higher

authority`

- ✓ Majority of the respondents (84%) are motivated by monetary basis.
- ✓ Majority of the respondents (80%) feel they are agreed to representation of employees' grievances to the top level.
- ✓ Majority of the respondents (68%) are membership in the trade union.
- ✓ Majority of the respondents (80%) are weightage trade union in participation management.
- ✓ Majority of the respondents (50%) feel problems are mostly between the trade union management.
- ✓ Majority of the respondents (96%) state that representation given by the trade union is accepted by the management.

SUGGESTIONS:

- ✓ All head may call all employees individually and explain about the managements current problems. So that the employees may participate in decision making.
- ✓ The participation in management should have an aim in solving the bumming issues of all the working people irrespective of the trade or designation or membership trade union.
- ✓ The management to understand the employee's problem at the time to give proper solution of such problem.
- ✓ To improve the job satisfaction and morale of the employees in an organization.
- ✓ To receive the suggestions among the workers regarding the various aspects of works in an organization.
- ✓ To maintain the relationship between management, employees in the working place.

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