



A STUDY ON WORKERS PARTICIPATION IN MANAGEMENT AND ITS IMPACTS OF DHANALAKSHMI CERAMICS AT KARUR

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Abstract: This research work titled “A Study on Workers Participation in Management and its Impacts of Dhanalakshmi Ceramics at Karur”, was done with the main objective of knowing the opinion of respondents towards Workers participation in Management. To compile the profile of the respondent. To analyze the participation of workers in decision-making. To relate workers’ participation with organizational efficiency. To study the relationship between the employer and employee. The Primary data has been used to collect data with the help of a Questionnaire. The sample size is 120. Tools used in this study Chi-Square test, ANOVA, and the major findings are the majority 70.8% of respondents strongly agree that I feel motivated to actively participate in management decisions at my workplace. The majority 53.3% of respondents strongly agree that I feel that my opinions and suggestions are valued in decision-making processes at work. The suggestions for the betterment of the company are Proper motivation factors that have to be followed to increase the level of participation of workers. Employers and workers should agree on the objectives of the industry.

Keywords - Organizational effectiveness, Employee satisfaction, Workers participation, Decision-making.

I INTRODUCTION TO THE TOPIC

1.1 INTRODUCTION

Workers’ participation in management is an important part of human relations because it offers an enormous potential for higher productivity. The term participation” has different meanings for different purposes in different situations. McGregor are of the view that participation is one of the most misunderstood ideas that has emerged from the field of human relations. Keith Davis has defined the term “participation” “as the mental and emotional involvement of a person in a group situation, which encourages him to contribute to group goals and share responsibilities in them” In general terms, the object of workers’ participation implies the mental and emotional involvement of a worker in a group situation which encourages him to contribute to group goals and share responsibilities in them.

1.2 OBJECTIVES OF THE STUDY

To know the opinion of respondents towards Workers’ participation in Management.

To compile the profile of the respondents.

To analyze the participation of workers in decision making.

To relate workers’ participation with organizational efficiency.

To study the relationship between the employer and employee.

1.3 SCOPE OF THE STUDY

Participation is possible at all levels of management. It depends upon the nature of functions; the strength of the workers, varieties of depends upon the nature of function, the strength of the worker, varieties of departments, attitudes of trade unions and the management.

1.4 NEED FOR THE STUDY

Workers Participation in decision making takes several distinct forms. A review of empirical study demonstrates that the effects of participation on satisfaction and performance vary according to the organization. Workers play an important role in any organization, so their participation and involvement in an organization is essential. This study reveals how the workers participation helps in decision making and forward planning in a firm.

II. REVIEW OF LITERATURE

1. **Rathore A & Sharma, M (2023)** Focused on construction companies in Rajasthan, this study examines workers' participation in management. It analyzes the impact of mechanisms like safety committees and task forces on safety practices and productivity. The study finds that these practices contribute to a safer work environment and improved project outcomes in the construction sector.
2. **Sengupta D & Das S (2023)** This study investigates workers' participation in pharmaceutical manufacturing units in West Bengal, India. It explores the role of mechanisms such as suggestion schemes and Kaizen teams in promoting innovation and employee engagement. Findings suggest that these practices lead to continuous improvement and enhanced performance in pharmaceutical manufacturing.
3. **Singh B & Sharma V (2023)** Focusing on automobile manufacturing units in Haryana, this study examines workers' participation in management. It analyzes the impact of mechanisms like quality circles and employee councils on production efficiency and employee satisfaction. The study finds that these practices lead to improved communication, teamwork, and overall performance in the automobile industry.
4. **Pandey V & Singh R (2022)** This study explores workers' participation in textile manufacturing units in Surat, India. It investigates the role of mechanisms such as quality circles and suggestion schemes in improving production efficiency and employee satisfaction. Findings suggest that these practices lead to enhanced teamwork, problem-solving, and overall performance in the textile industry.
5. **Lawler III, E. E. (2021)** In his study he found that participative methods management are discussed, nothing how each principal participative management technique works, its unique strengths, costs, and financial savings. Identified as specially promising is "high-involvement control" which involves employees both financially and psychologically.

III RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyze data to answer research questions or test hypotheses. This paper has employed a descriptive research method. This study aims to study on workers participation in management and its Impacts.

3.2 METHOD OF DATA COLLECTION

This paper is solely based on the primary data. A well-structured questionnaire have been used to collect the data. The interview method was employed while the data was collected.

3.3 POPULATION

A population is a group of people, objects, or events that have specific characteristics and are of interest to the researcher and here employees and labor's of the company Dhanalakshmi Ceramics are taken as the population for this research.

3.4 SAMPLING UNIT

A sampling unit is a basic unit that is selected from a population. It is the unit about which information is collected and data are analyzed. The sampling unit will be with employees of Dhanalakshmi Ceramics.

3.5 SAMPLE SIZE

The Sample size is 120.

3.6 SAMPLING METHOD

The Simple Random sampling method was employed for the sampling of data collection.

3.7 TOOLS FOR DATA ANALYSIS

3.7.1 DESCRIPTIVE STATISTICS

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the

Organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred.

Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals

With the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study.

It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research

3.7.2 CHI-SQUARE

Chi Square test of homogeneity is used to determine if two or more independent sample vary by distribution on a single variable.

A common use of this test is to compare two or more groups or conditions on a categorical result. Formulation of omnibus test

statistic is formed as independence test and homogeneity test.

3.7.3 SCALING METHOD

The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling. In this paper, the impact of the labour welfare measures on the employee satisfaction is analyzed using a

questionnaire based on a five-point Likert

Scale

IV DATA ANALYSIS AND INTERPRETATION

4.1 DATA ANALYSIS

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviors, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

4.1.1 DESCRIPTIVE STATISTICS

TABLE 4.1.1
Lead to improved job Satisfaction and productivity

Lead to improved job Satisfaction and productivity	Response	Percentage (%)
Strongly Disagree	1	0.8
Disagree	6	5.0
Neutral	43	35.8
Agree	32	26.7
Strongly Agree	38	31.7
Total	120	100.0

Inference

From the above table indicates that I believe that greater worker participation in management would lead to improved job Satisfaction and productivity shows that 35.8% of the responses are the Neutral, 31.7% of the responses are the Strongly Agree, 26.7% of the responses are the Agree, 5.0% of the responses are the Disagree, 0.8% of the responses are the Strongly Disagree, it indicates that majority of an Dhanalakshmi Ceramics employee give Neutral to this question.

4.1.2 ANOVA

Analysis of Variance (ANOVA), is used for examining the differences in the mean values of the dependent variable associated with the effect of the controlled independent variables, after taking into account the influence of the uncontrolled independent variables.

4.1.2.1 HYPOTHESIS STATEMENT

H0 - There is no relationship between Educational Qualification and I feel that my opinions and suggestions are valued in decision-making processes at work.

H1 - There is a relationship between Educational Qualification and I feel that my opinions and suggestions are valued in decision-making processes at work.

TABLE 4.1.2.1

I feel that my opinions and suggestions are valued in decision-making processes at work.

		Sum of Squares	df	Mean Square	F	Sig.
I feel that my opinions and suggestions are valued in decision-making processes at work.	Between Groups	6.62	3	2.21	2.84	0.041
	Within Groups	90.17	116	.78		
	Total	96.79	11			

Inference

The p-value is 0.041 which is lesser than the alpha value (0.05). Hence Alternative hypothesis (H1) is accepted. Therefore, there is a significant relationship between Educational Qualification and I feel that my opinions and suggestions are valued in decision-making processes at work. This shows that the Educational Qualification is related with my opinions and suggestions are valued in decision-making processes at work.

4.1.2.2 HYPOTHESIS STATEMENT

H0 - There is no relationship between Salary and I feel safe and secure while working.

H1 - There is a relationship between Salary and I feel safe and secure while working.

TABLE 4.1.2.2

Salary and I feel safe and secure while working

		Sum of Squares	df	Mean Square	F	Sig.
I feel safe and secure while working	Between Groups	6.27	3	2.09	5.51	0.001
	Within Groups	44.05	116	0.38		
	Total	50.33	119			

Inference

The p-value is 0.001 which is lesser than the alpha value (0.05). Hence Alternative hypothesis (H1) is accepted. Therefore, there is a significant relationship between Salary and I feel safe and secure while working. This shows that the Salary is related with safe and secure while working.

4.1.3 CHI SQUARE

Chi Square test of homogeneity is used to determine if two or more independent sample vary by distribution on a single variable. A common use of this test is to compare two or more groups or conditions on a categorical result. Formulation of omnibus test statistic is formed as independence test and homogeneity test.

4.1.3.1 HYPOTHESIS STATEMENT

H0 – There is no significant relationship between Educational Qualification of the respondent and extent to which workers are involved in management decisions.

H1 – There is a significant relationship between Educational Qualification of the respondent and extent to which workers are involved in management decisions.

TABLE 4.1.3.1

Educational Qualification of the respondent and the extent to which workers are involved in management decisions

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	23.89	12	0.021
Likelihood Ratio	28.98	12	0.004
Linear-by-Linear Association	.18	1	0.671
N of Valid Cases	120		

Inference

From the above table indicates that, it was found that the Pearson Chi-Square significant value is 0.021 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the Educational Qualification of the respondent and the extent to which workers are involved in management decisions.

4.1.3.2 HYPOTHESIS STATEMENT

H0 – There is no significant relationship between Year of Experience of the respondent and believe that greater worker participation in management would lead to improved job Satisfaction and productivity.

H1 – There is a significant relationship between Year of Experience of the respondent and believe that greater worker participation in management would lead to improved job Satisfaction and productivity.

TABLE 4.1.3.2

Year of Experience of the respondent and believe that greater worker participation in management would lead to improved job Satisfaction and productivity

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	17.08	8	0.029
Likelihood Ratio	8.87	8	0.353
Linear-by-Linear Association	.48	1	0.488
N of Valid Cases	120		

Inference

From the above table indicates that, it was found that the Pearson Chi-Square significant value is 0.029 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the Year of Experience of the respondent and believe that greater worker participation in management would lead to improved job Satisfaction and productivity.

V FINDINGS

1. The majority 35.8% of respondents are Neutral about lead to improved job Satisfaction and productivity.
2. There is a significant relationship between Educational Qualification and I feel that my opinions and suggestions are valued in decision-making processes at work.
3. There is a significant relationship between Salary and I feel safe and secure while working.
4. There is a significance relationship between the Educational Qualification of the respondent and the extent to which workers are involved in management decisions.
5. There is a significance relationship between the Year of Experience of the respondent and believe that greater worker participation in management would lead to improved job Satisfaction and productivity.

VII CONCLUSION

The study helped the researcher to know about the factors that contribute to Workers participation in management and relationship between management and employees. The study mainly focuses on the information about the workers participation in the management. The employer and employee relationship in the company is very strong due to the Workers participation in management. Management should be prepared to give all information connected with the working of the industry and labour should handle that information with full confidence and responsibility. The workers should become aware of their responsibilities. The leaders should initiate this in team. Similarly, the top management should make the lower echelons to show a new attitude in the light of the new relationship.

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