

Employees Participation is essential in every Organization why?

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ABSTRACT--King slave relationship will never be an effective for all the organization. Slave type of relationship does not yield maximum output from employees. The maximum output will be delivered by the happy employees. Organisation can think that how they make employees happy? The organisation should give suitable salary, respect, good working environment, welfare facilities etc. Salary is first essential factor to make employees happy. But salary does not give full happiness, second one respect. Respect comes only in the form of employees' participation. In this paper we will discuss why employees' participation is essential one. It is a literature review paper

Key words-- Employees participation, Creativity, Job satisfaction, Organizational Productivity

I. INTRODUCTION

Creativity is important factor now a days in competitive working environment. Technologies are developing day by day, in order to compete to other Industries. Every Industries needs a creativity in their product and services. Creativity does not come from one people. While we discuss the work related matters to workers only we will get a creative idea. Employees' participation is will play major important role to get creative ideas.

II. Origin and growth of workers participation in management

The origin of the concept goes back to the writings of the Fabian socialists led by Sydney Webb (1859-1947). Pierre Joseph Proudhon (1808-1865), French philosopher and socialist, was the first economist to use the term "industrial democracy" to explain his economic ideas. However, a real beginning of the concept of industrial democracy began after the publication of the book "Industrial Democracy" by Webb and Webb (1920). In Britain, the Fabian socialists led by Sideny Webb and Beatrice Webb also opposed the doctrine of worker control and instead favored labor participation in the industry. They have coined the term "industrial democracy" and described it as the method by which workers through their unions can influence decisions on different issues that affect them. First, the demand for production continues during the two world wars has led managers to introduce strategies that guarantee an uninterrupted industrial activity. Secondly, the differentiation between management and entrepreneurs has accelerated the pace of professionalization in industrial management.

During the days of the world war workers participation in management concept found its first practical application. In order to maintain industrial peace and improve productivity, the governments of many belligerent

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countries have convinced management to establish joint committees to resolve these problems quickly through consultations. In the United Kingdom, following the recommendations of the Whitley committee, a well-integrated three-level advisory system was created. It consisted of plant-level work committees, district-level district councils and joint industrial-level industrial councils. However, with the cessation of hostilities in 1918 and the beginning of the economic depression in 1921, the idea of a joint consultation received a setback. The interest of the working class has now shifted towards nationalization and central planning because they were considered the most appropriate remedies for economic stagnation and unemployment. Today, the idea of worker participation has been institutionalized in several countries around the world. However, the systems vary widely from one country to another in relation to the variety of issues handled by the participation mechanisms, the degree of authority exercised on these issues and the methods of selecting worker representatives. Therefore, we have the self-management of workers in Yugoslavia, the codetermination in the Federal Republic of Germany and the simple consultation in India

In India, the importance of workers' participation was long ago visualised by Mahatma Gandhi (1869-1948). In several lectures published in 'Young India' in 1927, he expressed the view that labourers be made owners of the firm in proportion of the share they possess (Gandhi, 1927). The idea of workers' participation can be traced to the 'trusteeship' concept propounded by Mahatma Gandhi. He held that capital and labour both would be trustees of consumers, the relation between them being of family members living in unity and harmony. Gandhi wanted the capitalists to make their workers, co-partners of their wealth and should look to the material and moral welfare of the workers. At the same time, he thought that the "labour to be intelligent enough to co-operate with itself and then offer co-operation with capital on terms of honourable equality" (Gandhi, 1947).

Definition of workers participation in management:

Sawtell defined participation as one or all of the processes through which employees, other than managers, contribute positively to management decisions that affect their work. Worker participation is a system in which workers obtain the rights to participate in decisions on issues that concern workers, such as wages, working conditions, safety, welfare, distribution of profits, aspects linked to production, incentives and subsidies considered legitimate areas of concern for workers and, therefore, workers should be consulted when determined

Employees' participation increases creativity:

Margamsadat (2012) investigate the influence of employee involvement on employees of sales and engineering departments of Ebtakar manufacturer. The study found that employees' involvement in performance assessment system positively influences the employees' abilities and skills to create creativity. Md. Sharifalamamkhandakar (2018) investigates the perception of Bangladesh banking employees regarding participative decision making. The study found that employees' participation and involvement in decision making contributes to effective decision implementation and also creates an enabling environment for creativity and growth. S. Vijayarani (2013) investigates on employee creativity and its impact on suggestion system. The study found that there is a Positive relationship between creativity and suggestion system. Hasenhuseyin (2015) examines the relationship between

employees' participation and innovativeness. The study found that the employees' participation increases the innovation.

Employees Participation increases Organizational Productivity:

Peterbutali (2018) investigates the impact on employees' participation on Organizational Performance. Data was collected from Mumias sugar company, Kenya. The study found that the employees' participation had a significant effect on organizational performance. E. Sofijanova (2013) explores the relationship between employee involvement in decision making, problem solving and perceived organizational performance. Data were collected from 36 companies belonging to the Macedonian Manufacturing Industry. The study found that employee involvement is positively related to Perceived Organizational Performance. Dede (2019) examined the relationship between employee participation in decision making and organizational productivity among staff in cross river state board of Internal revenue, Calabar. The Study found that employees' participation creates good working environment, increases commitment and improves organizations productivity. Amin Tahsildari (2015) investigates the relationship between employee participation and Organizational effectiveness. Data was collected from the Malaysian Universities. The study found that employees' participation increases Organizational effectiveness. Arunkumar (2016) examines the effectiveness of workers participation in management in unit/Plant. The study found that workers participation in management helps in improving the production and productivity in the Unit/Plant. Owlabilateefkuye (2011) examines the relationship between employee involvement in decision making and firm's performance in manufacturing sector in Nigeria. Data was collected from 670 manufacturing firms. The study found that employee involvement in decision making increases the firms' performance level. Oyebamiji (2018) examines the influence of employees' participation in decision making on organization performance with particular references to Ladoke Akintola University of technology teaching hospital Ogbomosho, Oyo state Nigeria. The study found that both direct participation and representative participation have positive and significant impact on Organizational performance.

Employees' participation increases Job satisfaction:

Nazir Ahmed Gilkar (2012) investigates the influence of labour participation and the sense of employee participation. Job satisfaction of bank employees. The study found that participation in work, a sense of participation and job satisfaction are positively correlated. Azadeh Touraine (2012) investigates the effect of employee participation and communication on employee professional satisfaction. The data was collected by employees of three private airlines in Iran. The study found that both employee participation and communication have a significant and positive effect on employee job satisfaction. Thulingonyama (2015) investigates the relationship between worker participation and job satisfaction between academic staff and administrative staff of a South African university. The study found that employee participation increases the level of job satisfaction of employees. Brenda Scott-Ladd (2015) examines participatory decision-making and employee satisfaction levels. The study found that participatory decision-making has improved the level of job satisfaction of employees.

Florence K. Muindi (2011) examines the relationship between participation in decision-making and job satisfaction among the academic staff of the public University of Nairobi. The study found that participatory decision making is a positively strong correlation between job satisfactions. Mohsin Altaf (2013) investigates the relationship between participatory management and job satisfaction in a government organization in Pakistan. The study found that there is a positive relationship between participatory management and job satisfaction. Avinash Advani (2016) investigates the impact of employee participation on job satisfaction in the Karachi tertiary education sector. The study found that employee participation increases the level of job satisfaction. Anchal Pathak (2012) examines the relationship between employee participation and job satisfaction in the banking sector. The data was obtained from HDFC Bank Ltd in Uttar Pradesh. The study found that employee participation improves the level of job satisfaction

CONCLUSION

In this Paper we have discussed why the employees' participation is essential in every organization through various studies. Employees are life blood of every organisation. So we have to make happiest employees. If we give Respect and Participation rights to the employees then definitely they will be the happiest employees. In India employees' participation organisations are very less. If all the Industries are implementing employees' participation in genuine manner, it will increase the Equality, Humanity, Empathy, and Organizational Justice. If a country achieved Equality that country will be the happiest country in the world. Employees' participation leads to make a country to a happiest country.

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