

Workers Participation in Management with Reference to Loganathan Interior, Chennai

R. Ramamoorthy, P.Karthikeyan, K.Shanmughapriya

Abstract: *The officials which understood another game plan of characteristics to work and the board. Generally the possibility of Workers' Participation in Management (WPM) implies speculation of non-managerial delegates in the fundamental administration technique of the affiliation. Workers' advantage is generally called 'work backing' or 'agent venture' in the officials. In Germany it is known as co-affirmation while in Yugoslavia it is known as self-organization. The International Labor Organization has been asking part nations to propel the arrangement of Workers' Participation in Management. [1],[3],[5]*

Workers' interest in the administrators recommends mental and energetic relationship of workers in the organization of Enterprise. It is considered as an instrument where workers have a state in the desicion

Keywords : Work Plan, Participation

I. INTRODUCTION

In workers support, there are 2 specific get-togethers of people in an undertaking viz chiefs and workers performing independently two separate game plans of limit which are known as regulatory and usable. The central refinement between the people who include authoritative positions and workers is that boss are viewed as in charge of made by their subordinates, while workers are mindful only for their work. How much workers may climb to advance toward getting to be chairmen is through a noteworthy point, yet is truly unquestionable from whether workers may take an interest in authoritative limits. [2],[4],[6]

Regulatory limits are basically stressed over masterminding, dealing with, prodding and controlling strikingly with employable limits if the region of his exercises is little. Nevertheless, in case of a noteworthy affiliation, these limits are to be performed by different game plan of people. Workers interest in the administrators attempts to interface this opening endorsing authorities to share in the authoritative method. In actuality, this is an incredibly wide viewpoint on the term workers support in the board and this

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isn't essentially possible. This issue has been discussed later in this area.

II. OBJECTIVES

A. Primary objective

The target of the investigation is to basically assess the adequacy of laborers support in the executives

B. Secondary objective

- To discover the laborers cooperation in the board.
- To find out that the association give proper preparing offices to workers.
- To discover that are you happy with the elements of laborers support in the board.
- To recommend appropriate measures to improve the WPM.

III. METHODS OF DATA COLLECTION

Information Collection is one of the significant just as characteristic advance in the examination study. Information here alludes actualities and helpful data with respect to the examination. The analyst have gathered two sorts of information from various source viz., [7],[9],[11]

A. Primary data

Essential information implies the crisp data (or) realities gathered from the assets. This information are utilized to break down a specific report (or) research. The essential information has been regularly all things considered by survey, Interview, etc. [8],[10],[12]

Optional information implies, the information or data are gathered by somebody, for some reason, and we can utilize it for an examination likewise, for example, Book audits, Internet sources, paper data, Research Journals and so on. Those examinations and records accessible identified with the present investigation. [13],[15],[17]

B. SAMPLING METHOD

C. Sample population

Sample population is 200 employees.

D. Sample Size

The sample size is taken as 120.

The respondent of sample size is 120 which is selected on the basis of sampling method. The tools adopted to analyse the data are percentage and the research design used is descriptive research design. For the purpose of research study both primary data as well as secondary data has been collected. Simple Random Sampling method is used.

Straightforward Random Sampling. Basic arbitrary examining alludes to any inspecting technique that has the accompanying properties. The populace comprises of N objects. The example comprises of n objects. In the event that every conceivable

example of n items are similarly liable to happen, the examining strategy is called basic arbitrary inspecting. [14],[16], [18]

IV. RESEARCH DESIGN

Table 1 The Company is a Leader In The Industry

Factors	No of respondents	Percentage
Strongly Agree	18	18
Agree	52	52
Neutral	12	12
Disagree	8	8
Strongly Disagree	10	10
Total	100	100

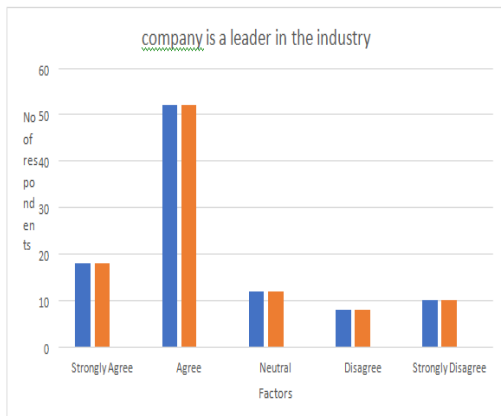


Fig 1 The Company is a Leader In The Industry

Table :2 The Organization Provide Appropriate Training Facilities To Employees

FACTORS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	20	20
Agree	44	44
Neutral	4	4
Disagree	28	28
Strongly disagree	4	4
TOTAL	100	100

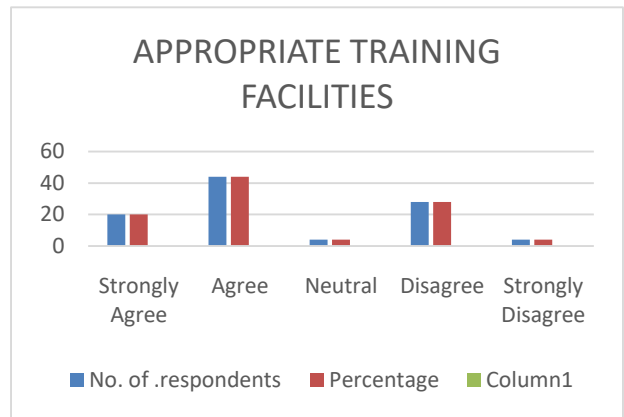


Fig :2 The Organization Provide Appropriate Training Facilities To Employees

TABLE-3 Job Satisfaction

Factors	No of respondents	Percentage
Yes	60	60
No	40	40
TOTAL	100	100

TABLE -4. EMPLOYEES TO PARTICIPATE IN DECISION MAKING

Factors	No. of respondents	Percentage
Yes	60	60
No	40	40
TOTAL	100	100



Fig -4. Employees To Participate In Decision Making

Table-5 Team Spirit In Your Work Environment

Factors	No of respondents	Percentage
Strongly satisfied	12	12
Satisfied	62	62
Neutral	4	4
Dissatisfied	4	4
Strongly Dissatisfied	18	18
TOTAL	100	100



Fig-5 Team Spirit In Your Work Environment

Table-6 Receive Appropriate Recognition For Your Contribution

Factors	No. of respondents	Percentage
Yes	80	80
No	20	20
Total	100	100

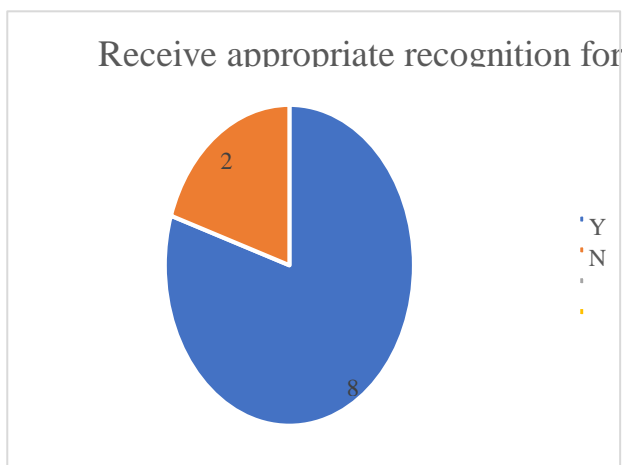


Fig-6 Receive Appropriate Recognition For Your Contribution

Table: 7 Wpm Satisfies Your Social And Economic Needs

Factors	No of Respondents	Percentage
Strongly Agree	20	20
Agree	44	44
Neutral	4	4
Disagree	28	28
Strongly Disagree	4	4
TOTAL	100	100

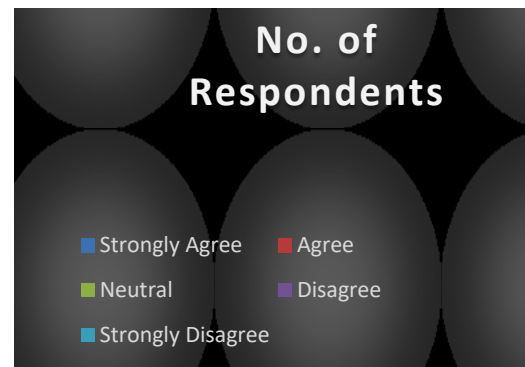


Fig: 7 Wpm Satisfies Your Social And Economic Needs

Table-8 Suggestions Made By Workers Implemented In Tim

Factors	No. of Respondents	Percentage
Strongly Agree	30	30
Agree	66	66
Neutral	0	0
Disagree	0	0
Strongly Disagree	4	4
TOTAL	100	100

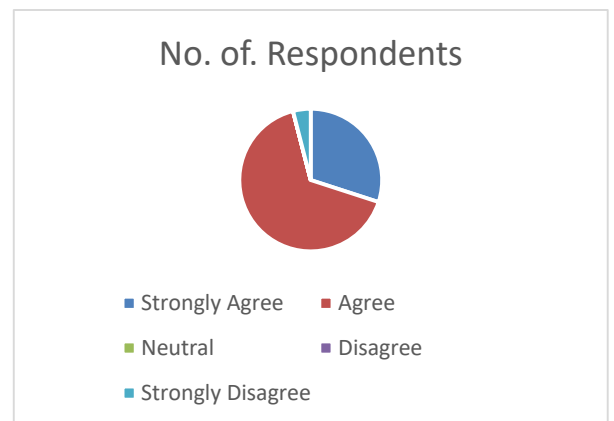


Fig-8 Suggestions Made By Workers Implemented In Tim

CHI-SQUARE TEST:

Chi-square is the sum of the squared difference between observed(o) and the expected (e) data (or the deviation,d),divided by the expected data in all possible catagories

Table:9

0	E=RT*CT GT	(O-E)	(O-E) ²	(O-E) ² / E
23	25.32	-2.32	5.38	0.2124
26	23.68	2.32	5.38	0.2272
39	36.68	2.32	5.38	0.1467
32	34.32	-2.32	5.38	0.1568
			TOTAL	0.7431

$$\chi^2_c = \sum \frac{(O_i - E_i)^2}{E_i}$$

Table:10

0	E=RT*CT GT	(O-E)	(O-E) ²	(O-E) ² / E
21	35	-14	196	5.6
49	35	14	196	5.6
39	25	14	196	7.84
11	25	-14	196	7.84
			TOTAL	26.88

$$\chi^2_c = \sum \frac{(O_i - E_i)^2}{E_i}$$

V.RESULTS

- Majority of the workers were 38% happy with their employments.
- Majority of the workers were 74% welcomed the progressions with energetic.

- Majority of the workers felt that organization deals with representative's close to home objectives and help them in arranging their vocations.
- Majority of the respondents are happy with WPM.
- About 41% of the respondents were moderately aged 25-40 years old. [19],[21],[23]
- The 36% of the respondents were from business, while 29% were from government division worker.
- The most extreme number of respondents 32% had 10000-15000 and 19% had 2000-5000.
- A dominant part of 11 respondents are experienced over 10 years. [31],[33],[32]
- Majority of the representatives were 18% happy with physical offices given by the association.
- Most of the representatives acknowledged that administration thinking about worker assessments, proposals and thoughts for arranging.
- Majority of the 18% individuals felt that groups are touching off the spirits to perform well.
- Majority of the workers 20% satisfied with preparing projects gave from by the administration.
- Majority of the workers almost 28% are unequivocally differ that wpm fulfill social and monetary needs.
- A larger part of 60 respondents are happy with occupation fulfilment
- A 6 % of the respondents Strongly differ the WPM in the executives
- A 28% of the respondents Strongly fulfills the general specialists support fulfillment level.

VI. DISCUSSION

The following suggestion evolved from the study:

The executives ought to urge the labourers to take an interest in different gatherings particularly proposal council, and to give many money grants to their great recommendation. [20],[22], [24]

- Instead of the money related prizes the administration could give some non-financial prizes to the laborers, for example, acknowledgment, move, and advancement. [25],[27],[29]

- Management needs to encourage some additionally preparing projects
- The association is proposed to lead an occupation fulfilment review at any rate once per year, to assess and quantify work fulfilment.

VII. CONCLUSION

The scientist will in general infer that labourers support in the board is a way to diminish control imbalances among the executives and workers. Representative interest in basic leadership procedure improves worker's work responsibility, resolve, upward correspondence and diminish work clashes. So WPM would help to synergize the authoritative targets and individual destinations in an association. The WPM in this association would improve a great deal if the administration gives more consideration, which will guarantee sincere and conductive mechanical relations. [26],[28],[30]

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