
STUDY ON EFFECTIVENESS OF OPERATIONAL LEVEL WORKERS PARTICIPATION IN MANAGEMENT DECISIONMAKING PROCESS-K.C.P SUGAR & INDUSTRY CORPORATION LIMITED

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Abstracts: Employee participation in management decision-making is a critical factor that influences organizational performance and workplace harmony. This study explores the effectiveness of operational-level workers' involvement in decision-making processes at K.C.P. Sugar & Industry Corporation Limited, Vuyyuru. Through a combination of surveys, interviews, and secondary data analysis, the research examines the extent to which workers participate in decisions related to productivity, work environment, and policy implementation.

Keywords: Employee participation, Management decision-making, Organizational performance, Workplace harmony, Operational-level workers, Involvement

I. INTRODUCTION

Modern scholars are of the mind that the old adage "a worker is a worker, a manager is a manager, never the twain shall meet" should be replaced by "managers and workers are partners in the progress of business" 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 decision-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 member nations to promote the scheme of Workers Participation in Management.

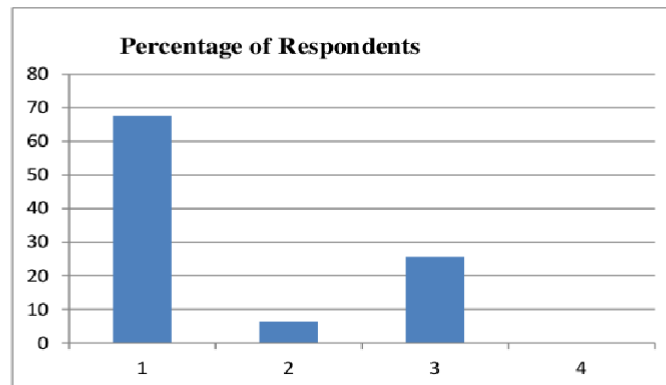
II. SIGNIFICANCE OF THE STUDY

The significance of the study lies in its potential to enhance understanding of the role that operational level workers play in management decision-making processes. By highlighting the benefits of their participation, the study aims to inform organizational practices that can lead to increased employee engagement, improved morale, and higher productivity.

DATA ANALYSIS AND INTERPRETATION

1) You believe that you have the required abilities to contribute effective decisions.

S.no	Opinions	No. of Respondents	Percentage of Respondents
1	Agree	21	67.7
2	Strongly agree	2	6.4
3	Disagree	8	25.8
4	Strongly Disagree	0	0
5	Total	31	100

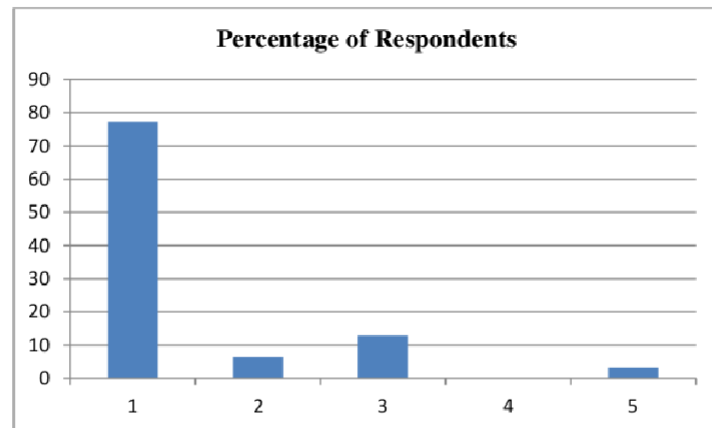


Interpretation

From the above table shows that 80% operational level workers are able to give suggestions to the top management in decision making process with top management.

2) Are you willing to participate in the decision making process.

S.no	Opinions	No. of Respondents	Percentage of Respondents
1	Agree	24	77.4
2	Strongly agree	2	6.4
3	Disagree	4	12.9
4	Strongly Disagree	0	0
5	Neutral	1	3.2
6	Total	31	100

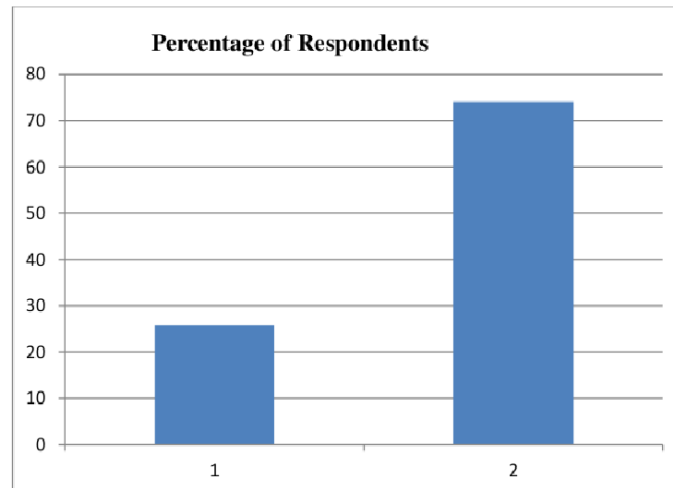


Interpretation

From the above table shows 75% workers are themselves interested to participate in decision making process.

3) You have an open climate of discussion leading to decision making.

S.no	Opinions	No. of Respondents	Percentage of Respondents
1	Yes	8	25.8
2	no	23	74.2
3	total	31	100

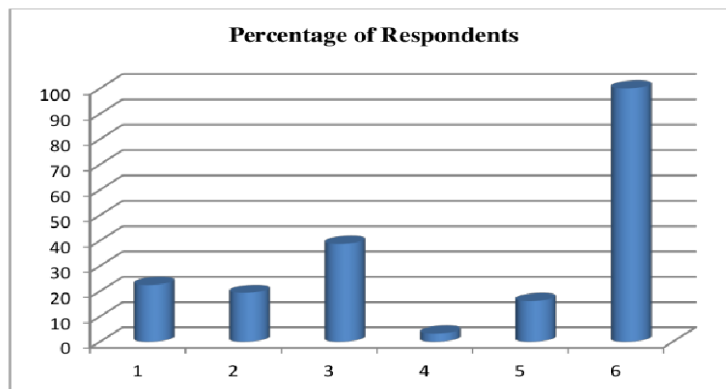


Interpretation

From the above table shows 70% workers don't have an open climate of discussion which leads to decision making with top management.

4) You really believe in the workers participation mechanism of your Organization.

S.no	Opinions	No. of Respondents	Percentage of Respondents
1	Agree	7	22.5
2	Strongly agree	6	19.3
3	Disagree	12	38.7
4	Strongly Disagree	1	3.2
5	Neutral	5	16.1
6	total	31	100

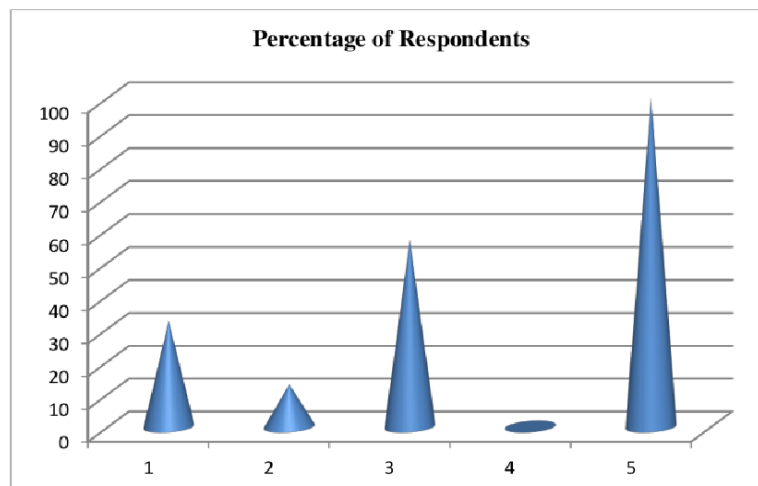


Interpretation

From the above table shows workers have no unity and also top management are not including all the workers in the decision making process so most of the employees are not believing in workers participation management.

5) Your general over all experience with participation are satisfactory.

S.no	Opinions	No. of Respondents	Percentage of Respondents
1	Agree	10	32.2
2	Strongly agree	4	12.9
3	Disagree	17	56.9
4	Strongly Disagree	0	0
5	Total	31	100



Interpretation

From the above table shows that most of the workers are not satisfied with workers participation in the organization.

Analysis: The project report investigates the effectiveness of operational level workers' participation in the management decision-making process at K.C.P Sugar & Industry Corporation Limited. It emphasizes the significance of involving employees at all levels in decision-making, which can enhance productivity, job satisfaction, and overall organizational performance. The study aims to provide insights into how such participation can lead to better decision outcomes and foster a collaborative work environment, ultimately contributing to the company's success.

Findings:

1. The company does not provide open climate and healthy environment to the workers for freely expressing their opinions in decision making process.
2. It has observed that company has not in a position to capture workers loyalty that is the reason the employees do not believe in the workers participation management.
3. The company does not consider workers views while decisions are finalised, it may be the reason the workers are not satisfied with workers participation management in the organization...
4. Without decentralization we cant possible to motivate the workers but the company does not practice decentralization policies, in every department management make the centralized policies.
5. The management mechanism for approaching to the workers is not good, management does not collect the workers opinions directly, and they collect workers opinions through intermediaries.
6. I found that the company does not give equal weightage to the workers in decision making process. Company practicing biased policies in considering workers views.
7. It has observed that the company's management has imposed time bound to express workers opinions to make the decisions.

Suggestions:

- [1] he top management create healthy atmosphere and open climate to the workers to express their opinions in decision making process it will lead to increase the productivity.
- [2] I suggested to the company's management, first the company build-up workers credibility in workers decision making process.
- [3] The management should make the policies to prevent biased views on workers decision making process.
- [4] Suggested to the company's management there is an immediate need of decentralization policies, it will increase the level of output and workers responsibility.

[5] To express workers opinions company fix the time bound it lead workers may feel un-comfortable to express their valuable guidelines.

II CONCLUSION

The conclusion of the project report highlights that effective participation of operational level workers in management decision-making significantly contributes to improved organizational performance and employee satisfaction. It underscores the necessity for management to create an inclusive environment that encourages worker involvement, which can lead to innovative solutions and enhanced productivity. Ultimately, the study advocates for a strategic approach to integrating worker feedback into decision-making processes to achieve sustainable growth and success for K.C.P Sugar & Industry Corporation Limited.

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