Research Paper Commerce

A PRAGMATIC STUDY ON WORKERS PARTICIPATION IN MANAGEMENT (With special Reference to PepsiCo India holdings put ltd)

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ABSTRACT

The worker's participation in management is an essential ingredient of industrial democracy, unless the status of the worker is raised and recognized as a partner in the industry and as a co- trustee of the community, he cannot be persuaded to put in his very best in the work. Participation brings the two parties closer and makes them aware of each other's problems. As a result, a better understanding and mutual trust can be created between employer and workers. Workers participation in management helps to reduce industrial disputes and to improve workers loyalty. Continuous dialogue between management and workers improves peace in industry. They become more able and ready to adopt themselves to technological and other changes made to improve the competitive position of the company.

KEYWORDS worker's participation, management, labor management relations.

Introduction

The worker's participation in management is an essential ingredient of industrial democracy, unless the status of the worker is raised and recognized as a partner in the industry and as a co- trustee of the community, he cannot be persuaded to put in his very best in the work. Thus the status of the worker is the most important issue in the industry. Through participation improves employee motivation and job satisfaction which in turn help to increase their efficiency PepsiCo India holdings is a private limited is a holding company which through subsidiaries. It makes further changes to its core marketing item as it fights intense competition from curial co-co-cola in the local market. PepsiCo India holdings put a seeking to make acquisition is snakes sector according to market speculation. There is speculator that PepsiCo is trying to acquisition more regional players to strength it snacks portfolio

Objectives of the study

- To assess how the Workers Participation in Management impacted in achieving the goals of the organization
- To ascertain the workers level of involvements in the decision making process of the work.
- To investigate the implementations of workers participation to work level of their organization.

Statement of the Problem

Worker's participation in management is the participation of the workers in decision- making as well as various important aspects of an organization, which has been accepted as a fundamental concomitant of harmonious labor management relations. The need for the researcher to study "worker's participation in management" is to find out the workers' need level.

Scope of the study

Scope of the study is confined to, what are the various facets and involvement of the organization, that are motivating the employees to stay with the organization. To find out what aspects are satisfied and dissatisfied by the employees of the organization and the difference in the satisfaction level of workers of the organization.

Limitation of the study

- The sample size chosen is occurred only a small portion of the whole population.
- Accuracy of the study is purely based on the information as given by the respondents.
- Time attitude of the employee change from time to time, hence the result of the period may not an applicable in long run.

Literature Survey

Tung,Amy,Baird,KevinSchoch, Herbert.-2014 "Journal of Environmental Management; Nov2014, Vol. 144, p186-196, 11p" This paper examines the relationship between specific organizational factors (top **management** support, training, employee **participation**, teamwork and the link of performance to rewards) with the effectiveness of environmental **management**. The effectiveness of environmental **management** is measured in respect of the effectiveness of environmental **management** processes and environmental performance.

Wagner, A.J. 1994. "Participation?s effects on performance and satisfaction: A reconsideration of research evidence,Academy of Management Review", vol.19, pp. 312–30-In line with the research on Employee Participation has been emphasized in relation to job satisfaction (Cotton et al 1988; Norton 1989). In Past studies showed that employee participation is positively related to performance, satisfaction, and productivity of an employee.

Research Methodology

Data Collection

Primary data

Primary sources are original sources from which directly collects data that have not been previously collected. Primary data are first-hand information collected through questionnaire.

Secondary data

These are sources containing data which have been collected and compiled for some purpose. A secondary source consists of various journals and magazines.

Sampling Design

It refers to the technique or the procedure the researcher would adapt in selecting some sampling units from which inferences about the population is drawn.

Sampling Techniques

Convenience sampling technique was adopted. In this method the researcher select those units of the population in the sample, which appear convenient to him or the management of the organization where he is conducting research.

Selection of sample

The universe selected for the study consists of employees, involving in work process at PEPSICO HOLDINGS Pvt.ltd which has a total population of 323, from which 150 respondents

(samples) of employees at staff level has been chosen for study

Tools used
Chi-square

Correlation

Table.1
Table showing Association between nature of employment and gender

	Observed N	Expected N	Residual
male	28	37.5	-9.5
female	65	37.5	27.5
3	42	37.5	4.5
4	15	37.5	-22.5
Total	150		

Source: Primary Data

Test Statistics

	Nature Of Employment	Gender
Chi-Square	22.480[a]	36.613[a]
df	3	3
Asymp. Sig.	.000	.000

Inference:
The above mentioned table of association between gender and Nature of experience value is 22.48 and 36.13 expected frequencies less than 5. The minimum expected cell frequency is 37.5 So Accept the Criterion.

Table.2
Table showing Association between Nature of employment

& Workers Participation in Management

Nature Of Employment	Mean	Std. Deviation
	2.32	.985
Workers Participation in Management	1.94	.793

Correlation

		Nature Of Employment	Workers Participation in Management
Nature Of Employment	Pearson Correlation	1	-.010
	Sig. (2-tailed)		.905
Workers Participation in Management	Pearson Correlation	-.010	1
	Sig. (2-tailed)	.905	

Source: Primary Data

Inference:
There is a significant relation between nature of employment and Workers Participation in Management the mean value 2.32 and 1.94 is positively correlated at the level of 1 % significant

Findings & Suggestions

- 30% of the respondents agree that there is strong and representative unionism in the organization.
- 66.7% of the respondents agree that the evaluator there is mutually agreed and clearly formulated objectives.
- 61.1% of the respondents agree the there are strategies like suggestion scheme, works committee and joint council shop councils in the organization.
- 56.7% of the respondents agree that there is communication at all levels
- 67.8% of the respondents agree that Workers Participation in Management it helps to achieve profit maximization
- Employers and workers should agree on the objectives of the industry. They should recognize and respect the rights of each other.
- Management should take care of successful implementation and dynamic function of suggestion scheme, works committee, joint council and shop council.
- A mutual co-operation and commitment to participation must be developed by both management and labor.

Conclusion
The concept of workers participation in management is considered as a mechanism where workers have a say in the decision making process of an enterprise. It crystallizes the concept of industrial democracy and indicates an attempt on the part of an employer to build his employees in to a team which work towards the realization of a common objective. the major findings and the suggestions would help to improve existing level of workers participation in Management. So that it may result in better relationship, better performance, greater productivity and improved Human Resources practices.

REFERENCES

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