



A STUDY ON WORKERS' PARTICIPATION IN MANAGEMENT DECISION MAKING AT TAMILNADU NEWSPRINT AND PAPERS LIMITED, KARUR

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ABSTRACT

This paper focuses mainly on Worker's participation in Management decision making at Tamil Nadu Newsprint and Papers Limited (TNPL), Karur. The main objective of this paper is to study about the level of satisfaction of participation of the employees of TNPL in management decision making. 133 employees of TNPL, Karur were chosen as sample through Simple Random Sampling technique and the required data was collected through a structure questionnaire. The major findings of the study are that the level of participation of employees in management decision making is good and the climate for participation is favourable for the employees and also there is no association between gender and the level of participation.

Keywords: Management Decision Making, Participatory management system, TNPL.

INTRODUCTION

Workers' participation in management is a well known theme in areas like Industrial Sociology, Industrial relations and management. Also called as the participatory management system. Workers' participation can be defined as any process in the organization that allows the workers to exert influence over their work or their working conditions. Davis defines as "mental and emotional involvement of a person in a group situation which encourages him to contribution to goals and share responsibilities in them". Workers who are going to be affected by these decisions would be involved in formulation and implementation of the same. Creating opportunity under suitable conditions for people to influence decisions which affect them. For a management, workers' participation is joint consultation with the workers before making decisions. For workers' it is codetermination and in the view point of Government, it is the association of labour with management but without the power in final decisions. Participation accounts the verbal interaction between supervisor and his subordinates. It is the extent to which the supervisor works in a group centered way. It is the extent to which the supervisor is active in the work activities like decision making in the work place.

REVIEW OF LITERATURE

Rathanakar (2012) says that the lateral approach to industry and society is that the people are interested to have a voice in making decisions which has direct effect on them.

OBJECTIVES OF THE STUDY

1. To study about the level of satisfaction of participation of the employees of TNPL in management decision making
2. To study the association between gender and level of participation

RESEARCH METHODOLOGY

Research Design : Descriptive research design is used for this paper.

Sampling technique : Simple Random Sampling technique is used for data collection.

Population : 133 respondents working at TNPL, Karur were chosen for this paper.

Method of Data Collection : Primary data collected through a structured survey questionnaire and secondary data were collected from websites, journals and magazines.

Tools used for analysis : Percentage Analysis and Chi square test

DATA ANALYSIS AND INTERPRETATION

TABLE NO.1: LEVEL OF SATISFACTION OF PARTICIPATION OF THE EMPLOYEES OF TNPL IN MANAGEMENT DECISION MAKING

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE
Strongly Agree	31	23.31
Agree	59	44.36
Undecided	24	18.05
Disagree	12	9.02
Strongly Disagree	7	5.26
TOTAL	133	100

Inference: 44.36% of the respondents agree, 23.31% of the respondents strongly agree, 18.05% remains undecided, 9.02% of the respondents disagree, 5.26% of them strongly disagree

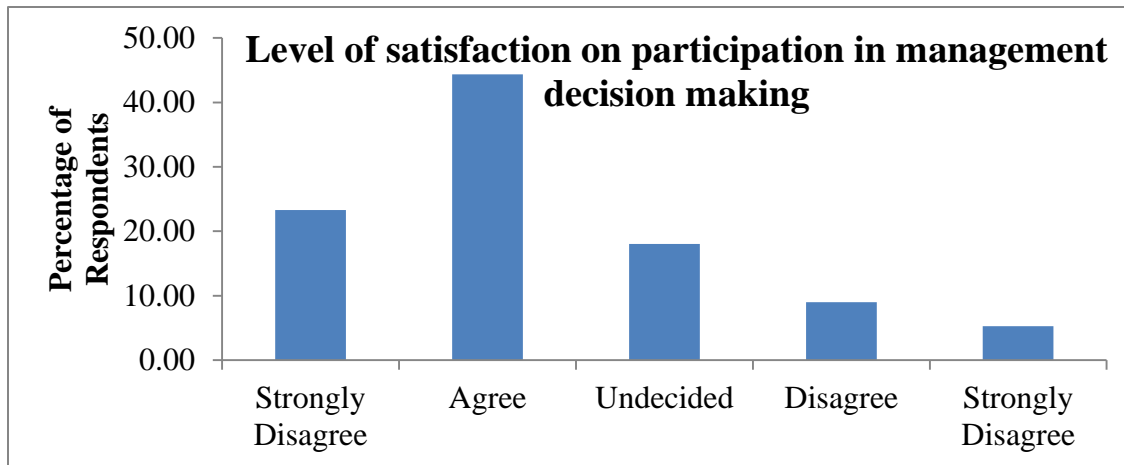


TABLE NO.2: ASSOCIATION BETWEEN GENDER AND LEVEL OF PARTICIPATION

Null Hypothesis: There is no significant association between gender and the level of participation

Alternate Hypothesis: There is a significant association between gender and the level of participation

Level of Participation	SA	A	U	D	SD	Total
Gender						
Male	31	58	21	8	1	119
Female	0	1	3	4	6	14
Total	31	59	24	12	7	133

Chisquare test = $(O-E)^2/E$

Calculated Value : 0.39

Degree of freedom = 4

The table value at 5% significance is 0.711

As the calculated value < table value, H_0 is accepted.

Thus, There is no significant association between gender and the level of participation

CONCLUSION

The study reveals that the level of participation of employees in management decision making is good and the climate for participation is favourable for the employees. There is no association between gender and the level of participation.

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