

Effectiveness of worker’s participation in Tamilnadu Cement Corporation limited at Chennai

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Abstract

Worker's Participation in Management (WPM) is so broad that it has acquired different meaning for different people. It is one of the most widely and a forcefully debated issue of industrial relation it has been defined clearly because it has come to be associated with varying practices in different countries. Management expert’s executives look upon it as a tool for improving the overall performance of an enterprise. It means that workers are given an opportunity to take part in those decisions. Which affects their wage and their working conditions and this participation paves way to harmonious industrial relations in an atmosphere, which is conducive to increased productivity and efficiency.

Keywords: Worker's Participation in Management, satisfaction among the workers towards their participation.

Introduction

Most jobs in organizations are performed by human beings. During the 18th century which was characterized by industrialization, many observers feared that machines would one day eradicate the need for people at work in an organization. In reality the opposite has been occurring. People are more important in today’s organizations than ever before. Human beings have capabilities, abilities and skills that drive organizational performance along with other resources such as money, materials and information. Research has indicated that employees can affect organizational productivity positively when they are willing and are more committed to organizational goals that are in relation to productivity. Willingness and commitment can be exhibited by employees towards work if employees are involved in decision making and do participate in the affairs of the organization. Thus, for management to win the commitment of employees to get work done properly, individual employees should not be treated in isolation, but must be involved in matters concerning themselves and the organization. It is for this reason that management should allow employee involvement in decision making on matters that affect workers in organizations to show their commitment to organizational goal

Objectives of the study

- 1) To know whether the employees participate in decision making.
- 2) To identify the level of satisfaction among the workers towards their participation.
- 3) To know the opinion of the employees regarding participation.
- 4) To suggest methods for improving workers participation.

Data Collection

Primary Data

Primary data is the fresh data that can project true opinion of the employees. The researcher collected the respondent through questionnaires.

Secondary Data

The secondary data are data, which are already been published. The secondary data is collected from books and company magazines.

Table 1: Interest to Participate In Decision Making

Response	No Of Respondents	Percentage
Yes	82	91
No	8	9
Total	90	100

Source: primary data, TANCEM LTD

From the above table it was interpret that 91% of the respondents agree to participate in decision making process and 8 respondents are disagree to the participation.

Table 2: Opinion on Chances of Expression

Response	No Of Respondents	Percentage
Strongly agree	34	38
Agree	30	33
Disagree	18	20
Strongly disagree	8	9
Total	90	100

Source: primary data, TANCEM LTD.

From the above table it was interpret that 38% of the respondents strongly agree, 33% of the respondents agree, 20% of respondents disagree, 9% of the respondents are strongly disagree.

Table 3: Belief in the Total Quality

Response	No Of Respondents	Percentage
Strongly agree	69	77
Agree	13	14
Disagree	6	7
Strongly disagree	2	2
Total	90	100

Source: primary data, TANCEM LTD.

From the above table, it was suggest that 77% of the respondents are strongly agree, 14% of them agree, 7% them have opted disagree, 2% of them feel, it is strongly disagree.

Table 4: Opinion towards Team Spirit

Response	No Of Respondents	Percentage
Strongly agree	63	70
Agree	22	24
Disagree	NIL	NIL
Strongly disagree	5	6
Total	90	100

Source: primary data, TANCEM LTD.

From the above table, it was suggest that 70% of the respondents are strongly agree, 24% of them agree, 6% of the respondents are strongly disagree about team spirit.

Table 5: Organisation Willingness to Contribute

Response	No Of Respondents	Percentage
Strongly agree	74	82
Agree	16	18
Disagree	NIL	NIL
Strongly disagree	NIL	NIL
Total	90	100

Source: primary data, TANCEM LTD.

From the above table it is suggest that 82% of the respondents of strongly agree and 18% of them agree towards willingness to contribute.

Table 6: Workers Incentives for Suggestions

Response	No Of Respondents	Percentage
Strongly agree	3	3
Agree	17	19
Disagree	41	46
Strongly disagree	29	32
Total	90	100

Source: primary data, TANCEM LTD.

From the above table, it was interpret that 3% of the respondents are strongly agree, 19% of them agree, 46% of them have opted disagree, 32% of them are strongly disagree with.

Findings and Suggestions

Findings

1. 50% of the respondents are with the age group between 36 and 45 years experience.
2. 92% of the respondents are married workers.
3. 67% respondents' female workers.
4. 75% of the respondents are having the qualification graduate.
5. 48% of the respondents have the experience of more than years in the concern.

Suggestions

- 1) There should be mutual trust and faith among all the parties concerned.
- 2) There should be progressive management in the enterprise and should recognize its obligations and responsibilities towards workers and trade unions.

- 3) There should be strong, democratic and representative unions which should represent the cause of workers without neglecting the management's interest.
- 4) There should be closely and mutually formulated objectives for participation by trade unions and the management.
- 5) All parties concerned towards participative management should feel that they should participate at all levels.

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