

AMET INTERNATIONAL JOURNAL OF MANAGEMENT

July – December 2017 Vol 12. Year 6

SJIF IMPACT FACTOR: 4.105 (2016)

SJIF IMPACT FACTOR: 4.851 (2017)

**A STUDY ON IMPACT OF EMPLOYEE PARTICIPATION IN
DECISION MAKING IN INDIAN CORPORATE SECTOR**

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Abstract:

The main objective of this research study is to analyze the decentralization in order to maintain position in the market. Keeping pace with the winds of rapid industrialization that are sweeping In India, is today resting on a strong footing of excellent performance coupled with deep rooted trust and confidence amongst its clientele. Since then, the sectors have grown from, strength to strength, to emerge as a dynamic marketing force with a national presence and international. A keen sense of business acumen, trade experience, managerial effectiveness and credibility are a few of the hallmarks of this marketing giant. And, its ability to manage a diverse range of products and services through innovative marketing strategies is the secret of its success. In a business where the prime motivator is people, sectors have developed flexibility in its thinking and management, enabling it to tackle every fresh challenge with an innovative approach. To stay in rhythm with the changing tastes and values.

Introduction:

Basic leadership can be viewed as a result of mental procedures (psychological process) prompting the choice of a strategy among a few options. Each basic leadership process delivers a last decision the yield can be an activity or an assessment of decision. Human execution in basic leadership terms has been the subject of dynamic research from a few viewpoints. From a mental viewpoint, it is important to look at singular choices with regards to an arrangement of requirements, inclinations an individual has and values they look for. From an intellectual point of

view, the basic leadership process must be viewed as a ceaseless procedure coordinated in the cooperation with nature. From a regularizing point of view, the investigation of individual choices is worried about the rationale of basic leadership and soundness and the invariant decision it prompts.

Need for the study:

Corporate sector's decentralization is very rare. It is very important for the training and Development department of the plant to have effective training programme to existing employees on new methods and machines. So Impact of Employee Participation in Decision Making is an essential management program that assists its official to gain knowledge. It is the duty of employee participation in decision making those managers to arrange the program on time within the budget of the corporate. A study was made on a shift from present methods of Decision making to modern methods of decision making.

Objectives of the Study:

- To study that up to what extent the employees are satisfied with their job
- To study various programmes conducted by the company on employee participation in decision making.
- To study that how far the employees are motivated to see the company succeed.
- To study whether the company clearly communicates its goals and strategies to the employees or not..

Research:

Research refers to the search for practical knowledge & it is a scientific investigation for the study of relevant information. Research consists of comprising & redefining the problem, formulating solutions collecting evaluating data, making conclusion and

testing their conclusion carefully. Research gets the facts needed to solve a problem looks forward to see what industry may do when it can do no longer what it is doing. Research is a process of gathering, recording, and analyzing of critical and relevant facts with regard to any problem in any branch of human activity. The main sampling method used in this research is "**Survey method**".

A research is also made by using **Chi square test and Null hypothesis**

Methodology :

In due course of data collection for covering the above stated objective, the methodology is as follows:

- Observe the functioning of Impact of employee participation in decision making center.
- An in-department study of the various books, manual, forms, reports in order to understand the functioning of the department.
- Through discussions with managers and higher officials regarding Impact of employee participation in decision making and new methods of Decision making implemented and changes.

Scope of study

- This study is undertaken to highlight the changing needs of staff involved in learning new skills, the present method of employee participation in decision making where studied and few new method of decision making were made understand to the staff who freely gave their comments to change from old techniques of decision making.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent

Qualification of the employee and Designation of the employee	44	100.0%	0	.0%	44	100.0%
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➤ **QUALIFICATION OF THE EMPLOYEE * DESIGNATION OF THE EMPLOYEE Crosstabulation**

Count

		DESIGNATION OF THE EMPLOYEE					Total
		ACCOU TANT	ASST.MAN AGER	SUPERVI SOR	ACCOU NT ASSIST ANT	OTHE RS	ACCOU TANT
QUALIFICA TION OF THE EMPLOYEE	DEG REE	11	3	7	3	10	34
	PG	2	2	4	0	2	10
Total		13	5	11	3	12	44

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY * HO MOTIVATED ARE YOU TO SEE THE COMPANY SUCCED	44	100.0%	0	.0%	44	100.0%

➤ **HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY * HOW MOTIVATED ARE YOU TO SEE THE COMPANY SUCCEED Cross tabulation**

Count

		HOW MOTIVATED ARE YOU TO SEE THE COMPANY SUCCEED					Total
		VERY MOTIVATED	SOMEWHAT MOTIVATED	NOT VERY MOTIVATED	NOT AT ALL MOTIVATED	NOT SURVEYED	VERY MOTIVATED
HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY	LESS THAN 6 MONTHS	0	0	0	0	1	1
	3-5	0	0	1	0	0	1
	ABOVE 5	10	16	7	5	4	42
Total		10	16	8	5	5	44

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
THE COMPANY CLEARLY COMMUNICATES ITS GOALS AND STRATEGIES TO ME * HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY	44	100.0%	0	.0%	44	100.0%

➤ **THE COMPANY CLEARLY COMMUNICATES ITS GOALS AND STRATEGIES TO ME**

*** HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY Cross tabulation**

Count

		HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY			Total
		LESS THAN 6 MONTHS	3-5	ABOVE 5	LESS THAN 6 MONTHS
THE COMPANY CLEARLY COMMUNICATES ITS GOALS AND STRATEGIES TO ME	STRONGLY DISAGREE	0	0	2	2
	SOME WHAT DISAGREE	0	1	3	4
	NEUTRAL	0	0	16	16
	SOMW WHAT AGREE	1	0	15	16
	STRONGLY AGREE	0	0	6	6
Total		1	1	42	44

➤ **Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
DO YOU TAKE PART IN YOUR COMPANY'S EMPLOYEE PARTICIPATION PROGRAM	44	100.0%	0	.0%	44	100.0%
* EXPERIENCE OF THE EMPLOYEE						

➤ **DO YOU TAKE PART IN YOUR COMPANY'S EMPLOYEE PARTICIPATION PROGRAM * EXPERIENCE OF THE EMPLOYEE** Cross tabulation

Count

		EXPERIENCE OF THE EMPLOYEE					Total
		0-5	5-10	10-15	15-20	ABOVE 20	0-5
DO YOU TAKE PART IN YOUR COMPANY'S PARTICIPATION PROGRAM	YES	0	1	2	5	30	38
	NO	1	0	1	0	4	6
Total		1	1	3	5	34	44

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
OVERALL I HOW SATISFIED ARE YOU WITH THE SPIRIT OF EMPLOYEE PARTICIPATION WITH IN THE COMPANY * HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY	44	100.0%	0	.0%	44	100.0%

➤ **OVERALL I HOW SATISFIED ARE YOU WITH THE SPIRIT OF EMPLOYEE PARTICIPATION WITH IN THE COMPANY * HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY** Cross tabulation

Count

				HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY			Total
				LESS THAN 6 MONTHS	3-5	ABOVE 5	LESS THAN 6 MONTHS
OVERALL I HOW SATISFIED ARE YOU WITH THE SPIRIT OF EMPLOYEE PARTICIPATION WITH IN THE COMPANY	SOME WHAT DISSATISFIED	0	0	2	2		
	NEUTRAL	0	1	9	10		
	SATISFIED	1	0	25	26		
	VERY SATISFIED	0	0	6	6		
Total				1	1	42	44

➤ Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS * SUFFICIENT EFFORT IS MADE BY THE MANAGEMENT TO GET THE OPINIONS AND IDEAS OF THE EMPLOYEES	44	100.0%	0	.0%	44	100.0%

- EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS
* SUFFICIENT EFFORT IS MADE BY THE MANAGEMENT TO GET THE OPINIONS AND IDEAS OF THE EMPLOYEES CROSS TABULATION

Count

		SUFFICIENT EFFORT IS MADE BY THE MANAGEMENT TO GET THE OPINIONS AND IDEAS OF THE EMPLOYEES					Total
		STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	STRONGLY AGREE	STRONGLY DISAGREE
EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERSONAL ACCOMPLISHMENTS	STRONGLY DISAGREE	0	0	0	0	2	2
	DISAGREE	0	0	1	2	0	3
	NEITHER DISAGREE NOR AGREE	1	1	3	1	1	7
	STRONGLY AGREE	0	1	3	6	4	14
	AGREE	0	2	2	11	3	18
Total		1	4	9	20	10	44

Case Processing Summary

		Cases					
		Valid		Missing		Total	
		N	Percent	N	Percent	N	Percent

EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS * CONSIDERING EVERYTHING,HOW SATISFIED AE WITH YOUR JOB	44	100.0%	0	.0%	44	100.0%
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➤ **EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS * CONSIDERING EVERYTHING,HOW SATISFIED AE WITH YOUR JOB Cross tabulation**

Count

		CONSIDERING EVERYTHING,HOW SATISFIED AE WITH YOUR JOB				Total
		SOMEWHAT DISSATISSFIED	NEUTRAL	SATISFIED	VERY SATISFIED	SOMEWHAT DISSATISSFIED
EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS	STRONGLY DISAGREE	0	1	1	0	2
	DISAGREE	1	0	1	1	3
	NEITHER DISAGREE NOR AGREE	0	1	5	1	7
	STRONGLY AGREE	0	2	6	6	14
	AGREE	1	5	8	4	18
Total		2	9	21	12	44

➤ **Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY * HOW SATISFIED ARE YOU WITH YOUR INVOLVEMENT IN DECISION THAT AFECCT YOUR WORK	44	100.0%	0	.0%	44	100.0%

➤ **HOW LONG YOU HAVE BEEN WORKING AT THE COMPANY * HOW SATISFIED ARE YOU WITH YOUR INVOLVEMENT IN DECISION THAT AFECCT YOUR WORK CROSS TABULATION**

Count

		HOW SATISFIED ARE YOU WITH YOUR INVOLVEMENT IN DECISION THAT AFECCT YOUR WORK				Total
		SOME WHAT DISAGRE E	NEUTRA L	SOMEWHA T AGREE	STRONGL Y AGREE	SOME WHAT DISAGRE E
HOW LONG YOU HAVE BEEN WORKIN G AT THE COMPANY	LESS THAN 6 MONTH S	0	1	0	0	1
	3-5	0	1	0	0	1
	ABOVE 5	6	8	16	12	42
Total		6	10	16	12	44

➤ **Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)

Pearson Chi-Square	7.124(a)	6	.310
Likelihood Ratio	6.264	6	.394
Linear-by-Linear Association	.893	1	.345
NO. of Valid Cases	44		

- a 8 cells (66.7%) have expected count less than 5. The minimum expected count is .14.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
DESIGNATION OF THE EMPLOYEE						
* HO MOTIVATED ARE YOU TO SEE THE COMPANY SUCCEED	44	100.0%	0	.0%	44	100.0%

DESIGNATION OF THE EMPLOYEE * HO MOTIVATED ARE YOU TO SEE THE COMPANY SUCCED Cross tabulation

Count

		HOW MOTIVATED ARE YOU TO SEE THE COMPANY SUCCED					Total
		VERRY MOTIVATED	SOME WHAT MOTIVATED	NOT VERY MOTIVATED	NOT AT ALL MOTIVATED	NO T SU RE	VERRY MOTIVATED
DESIGNATION OF THE EMPLOYEE	ACCOUNTANT	4	5	1	2	1	13
	ASST.MANAGER	0	1	1	1	2	5
	SUPERVISOR	1	4	3	1	2	11
	ACCOUNT ASSISTANT	2	0	0	1	0	3
	OTHERS	3	6	3	0	0	12
Total		10	16	8	5	5	44

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	18.337(a)	16	.305
Likelihood Ratio	21.650	16	.155
Linear-by-Linear Association	1.251	1	.263
No. of Valid Cases	44		

- a 25 cells (100.0%) have expected count less than 5. The minimum expected count is .34.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS	44	100.0%	0	.0%	44	100.0%
* SEX OF THE EMPLOYEE						

➤ **EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS * SEX OF THE EMPLOYEE Cross tabulation**

➤ Count

		SEX OF THE EMPLOYEE		Total
		MALE	FEMALE	MALE
EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS	STRONGLY DISAGREE	2	0	2
	DISAGREE	2	1	3
	NEITHER DISAGREE NOR AGREE	5	2	7
	STRONGLY AGREE	10	4	14
	AGREE	13	5	18
Total		32	12	44

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent

EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS	44	100.0%	0	.0%	44	100.0%
* SEX OF THE EMPLOYEE						

➤ **EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS * SEX OF THE EMPLOYEE Cross tabulation**

		SEX OF THE EMPLOYEE		Total
		MALE	FEMALE	MALE
EMPLOYEE PARTICIPATION GIVES ME A FEELING OF PERRSONAL ACCOMPLISHMENTS	STRONGLY DISAGREE	2	0	2
	DISAGREE	2	1	3
	NEITHER DISAGREE NOR AGREE	5	2	7
	STRONGLY AGREE	10	4	14
	AGREE	13	5	18
Total		32	12	44

➤ **Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.826(a)	4	.935
Likelihood Ratio	1.347	4	.853
Linear-by-Linear Association	.145	1	.703
N of Valid Cases	44		

- a 7 cells (70.0%) have expected count less than 5. The minimum expected count is .55.

SUGGESTIONS:

- Provide better Employee Participation in Decision Making program's for employees.
- Provide updated technology and software packages.
- Provide and open work culture facilitating individual growth.
- Provide an increase in responsibility and quality work.
- Improve communication and communication channel.

RECOMMENDATIONS

In accordance with the questionnaire analyzed the following recommendations were laid down.

- Organization should make efforts in advising the employees, so that they are clear about the purpose/goal/objective of Impact of Employee Participation in Decision Making programs, when the respondents are recommended for decision making.
- Impact of Employee Participation in Decision Making should be based on the feedback given by the employees, after the Employee Participation in Decision Making programs feedback should be given about the course content, decision making methodology etc.
- Employee Participation in Decision Making should given a feedback on the employees' decision making by the department, after assessing the individual.
- Impact of Employee Participation in Decision Making accepted as frequently, the Employee Participation in Decision Making program can be made more interesting and effective by having reinforcement in the form of rewards

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