

Workers Participation in Management**Swetha .R**

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ABSTRACT

The project was done at UNION BANK OF INDIA, Mangalore. The main aim behind the project was to know whether the management of the organization is supporting workers participation or not. If yes how much it is effecting the management of the organization.

1. INTRODUCTION

Organizations are becoming increasingly aware of the importance of human resources, i.e. workforce. This awareness is created by realization of the fact that people sub-system is a critical dimension which required for the effectiveness of the organisation.

2. REVIEW OF LITERATURE

“Joseph. B, Injodey. J & Varghese. R. (2009)”: Points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of worker’s conditions.

STATISTICAL TOOLS

- Percentage analysis
- Bar-diagram
- Pie-diagram
- Chi-square test

INTEREST OF THE MANAGEMENT IN THE PARTICIPATIVE DECISION MAKING

	OBSERVED N	EXPECTED N	RESIDUAL
Highly interested	38	12.5	25.5
Interested	8	12.5	-4.5
Neutral	2	12.5	-10.5
not interested	2	12.5	-10.5
Total	50		

TABLE NO 1

OPINION OF THE EMPLOYEES TOWARDS THE WORKERS PARTICIPATION

	OBSERVED N	EXPECTED N	RESIDUAL
Positive	46	25.0	21.0
Neutral	4	25.0	-21.0
Total	50		

TABLE NO 2**LEVEL OF INTEREST OF THE MANAGEMENT IN PROMOTING JOINT DECISION MAKINGS**

	OBSERVED N	EXPECTED N	RESIDUAL
Interested	42	25.0	17.0
Neutral	8	25.0	-17.0
TOTAL	50		

TABLE NO 3**LEVEL OF SATISFACTION OF THE EMPLOYEES TOWARDS THE UNION BANK'S PARTICIPATIVE DECISION MAKING**

	OBSERVED N	EXPECTED N	RESIDUAL
Satisfied	28	16.7	11.3
Neutral	20	16.7	3.3
Not satisfied	2	16.7	-14.7
Total	50		

TABLE NO 4**THE SATISFACTION LEVEL OF THE EMPLOYEE WITH OTHER EMPLOYEE'S PARTICIPATION IN UNION BANK**

	OBSERVED N	EXPECTED N	RESIDUAL
Highly Satisfied	9	12.5	-3.5
Satisfied	35	12.5	22.5
Neutral	1	12.5	-11.5
Dissatisfied	5	12.5	-7.5
Total	50		

TABLE NO 5**LEVEL OF SATISFACTION ON THE INITIATIVE TAKEN BY UNION BANK OF INDIA ON EMPLOYEE WELFARE MEASURES**

	OBSERVED N	EXPECTED N	RESIDUAL
Highly Satisfied	6	16.7	-10.7
Satisfied	38	16.7	21.3
Neutral	6	16.7	-10.7
Total	50		

TABLE NO 6**INTERPRETATION**

- The chi-square test reveals that there is a significant relation between the interest of the management towards workers participation and the Workers Participation in Management of the organisation, with significance value of .000 at 95% confidence level.
- The chi-square test reveals that there is a significance relation between the attitude and opinion of workers towards workers participation and the workers participation in management of the organisation, with significance value of .000 at 95% confidence level.
- The test reveals that there is a significant relation between the interest of the management in promoting joint decision making and the workers participation in management with significance value of .000 at 95% confidence level.

3. FINDINGS

- Here not all the employees are allowed to make suggestions to improve or change the existing facilities.
- Only a 20% of employees involving in decision making of workers safety and health.
- 84% of the employees agreed that the management is interested in promoting joint decision makings.
- From the whole employees 56% satisfied with UBI's participative decision making. And 40% have a neutral opinion.
- 4% of the respondents are dissatisfied with UBI's participative decision making.
- All the employees like to work in a team than works individually.
- 82% are highly satisfied as well as satisfied to work with UBI.
- There are employees who doesn't satisfied with other workers participation in the UBI, the amount of % is 10^%.

4. SUGGESTIONS

- The organisation should give opportunity to all the employees to become a part of decision makings.
- Even though the organisation is interested in participative decision making, the organisation should give maximum importance to it.
- There should be more joint decision making when it is regarding the welfare measures and other related activities.

5. CONCLUSION

The project entitled on "WORKERS PARTICIPATION IN MANAGEMENT AT UNION BANK OF INDIA" was carried out with an objective to find out how well the participation of the employees can influence the organisation as well as how much initiative is taken by the organisation to increase the workers participation.

6. REFERENCES

BOOK

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