

## A STUDY ON EFFECT OF EMPLOYEE PARTICIPATION WITH SPECIAL REFERENCE TO MANAGEMENT DECISION MAKING AT COTTON WORLD, DODDABALLAPUR

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**ABSTRACT:** This study investigates the impact of employee participation on management decision-making processes within organizations. By emphasizing the relationship between employee involvement and decision outcomes, the research aims to shed light on the advantages and challenges associated with incorporating employee perspectives. Through a comprehensive review of literature, empirical data collection, and analysis, the study examines how increased employee participation can enhance decision quality, innovation, and organizational commitment. Potential drawbacks and limitations are also considered, including potential conflicts and implementation barriers. Overall, the study contributes to a deeper understanding of the intricate dynamics between employee participation and the decision-making landscape.

**KEYWORDS:** Employee satisfaction, Management decision making, Special reference. Employee involvement, decision outcome.

## INTRODUCTION:

The study "Effect of Employee Participation on Management Decision Making" examines how incorporating employees at decision-making procedure might affect an organization's operations. Employee engagement the degree to which workers actively participate in decision-making and offer their thoughts, views, and viewpoints. The research' goal is to ascertain how such engagement affects organisational outcomes, such as work satisfaction. employee engagement, productivity, creativity, and overall organisational success. Employee engagement in decision-making may increase employee morale and retention while encouraging an intellect of ownership and dedication among personnel. Increased employee involvement can outcome in improved problem-solving skills, more creativity, and higher-quality decisions. Participatory decision-making may also improve management-employee communication and trust,

## THE TYPE OF EMPLOYEE PARTICIPATION

- **Participative Decision-Making**

Employees participate in talks and help to make decisions upon completion of the process, either individually or through group discussions and consensus-building.

- **Programmes for Idea Sharing and Suggestion:**

Employees are urged to provide their proposals for organisational adjustments or enhancements.

- **Employee Representation:**

Workers may have representatives or participate in committees that offer advice to management on certain issues.

- **Feedback Mechanisms:**

Regular feedback loops are set up to let staff members comment on choices or suggested improvements.

## EMPLOYEE PARTICIPATION CHARACTERISTICS

- ❖ Employee Development
- ❖ Building Trust and Communication
- ❖ Increased Decision Quality
- ❖ Increased Employee Engagement

## **LITERATURE REVIEW:**

### **TITLE: EFFECT OF EMPLOYEE PARTICIPATION IN DECISION MAKING ON PERFORMANCE OF SELECTED SMALL AND MEDIUM SCALE ENTERPRISES LAGOS, NIGERIA**

**THE YEAR 2017**

Roseline M. Ojokuku examined SMEs are crucial for emerging nations because they create jobs, fight poverty, and foster economic development. Formal vs informal, direct versus indirect, and degree of impact are categories for employee involvement in decision-making. According to studies, a company with a high level of staff involvement in decision-making has more committed employees. Performance of SMEs in numerous industries is highly impacted by employee participation.

### **TITLE: A STUDY ON EMPLOYEE PARTICIPATION AND ORGANIZATIONAL CULTURE IN CHENNAI CITY**

**THE YEAR 2019**

Vijayashree P1 & Dr. M Chandran examined work satisfaction is largely influenced by employee engagement levels.as a result, there is a communication gap between management and employees. Organizational Culture is essential for growth and employee productivity, and motivational systems such as training, compensation, incentives and family welfare schemes can help employees achieve their goals. This study aims to identify the influencing factor of employee\_participation and identify employee performance.

### **TITLE: A STUDY ON WORKERS' PARTICIPATION IN MANAGEMENT WITH REFERENCE TO BLUE BHARATH EXIM PVT. LTD. CHENNAI**

**THE YEAR 2020**

Ahzaz Reegan1 and R. Ravimohan examined the concept of worker participation is becoming increasingly important in both developing and developed countries. This study aims to explain the current situation of workers' participation in decision-making at Blue Baharat Exim Pvt Ltd, provide information about the benefits of workers' participation in decision making, and explain that the mutual cooperation of management and workers results in achieving peace, greater efficiency and profitability of both management and workers. Data sources are primary and secondary, and the sampling technique is random sampling.

## **TITLE: EFFECT OF EMPLOYEES PARTICIPATION IN DECISION MAKING ON ORGANIZATIONAL PERFORMANCE: A STUDY OF NATIONAL ROOT CROPS RESEARCH INSTITUTES UMUDIKE**

**THE YEAR 2017**

Nwoko Victoria O1 and Prof. Emerole system emphasizes empowerment, information access, and delegation for high performance, productivity, and quality. Empowerment provides opportunities for employees to be effective self-managers, while information access enables self-management. Delegation gives responsibility for decisions and actions to those with relevant information. High-commitment HR practices include delegation, rewards, employee involvement schemes, and performance. Japan's participatory approach fosters high productivity and a satisfied workforce.

### **OBJECTIVES OF THE STUDY:**

- To understand the concept of employee participation with special reference to management decision making
- To analyze various opportunities for employee participation at the time of management decision making
- To examine the impact of employee participation on management decision
- To evaluate the best practices of employee participation while making decision by management

### **RESEARCH METHODOLOGY:**

The samples were collected from the export-oriented exported unit engaged in the manufacture and export of manufacturing industry "Cotton world." A simple random sampling is used to get the responses. The sample size collected is 120 respondents. The research instrument used for the research is the questionnaire method.

### **DATA COLLECTION:**

The systematic process of acquiring, documenting, and arranging information or data from multiple sources is referred to as data collection. Both Primary and Secondary data is used to collect Information.

### **RESEARCH DESIGN**

#### **DESCRIPTIVE DESIGN**

A descriptive design is a type of research approach that concentrates on seeing and describing

occurrences in their unchanged natural settings.

Sample Technique	Simple random sampling
Sampling Size	120 employees
Sampling Unit	Employee at Cotton World
Research Instrument	Questionnaires
Statistical Tool	Frequency Correlation Chi-Square

## ANALYSIS:

Data analysis and interpretation were done using SPSS software.

## CHI – SQUARE ANALYSIS

**Do employees believe that their participation in management decision- making makes a difference \* Department**

Table 4.4.2

Chi_Square Tests			
	value	df	Asymptotic_ Significance (2- sided)
Pearson Chi_Square	25.553 <sup>a</sup>	16	.061
Likelihood Ratio	26.993	16	.042
Near-by-Linear Association	6.978	1	.008
N of Valid Cases	127		
a. 20 cells (80.0%) have expected count less than 5 The minimum expected count is .69.			

Symmetric Measures			
		Value	Approximate Significance
Nominal by Nominal	Phi	.449	.061

	Cramer's V	.224	.061
N of Valid _Cases		127	

### Interpretation

The chi-square tests indicate a statistically Interesting connection between the variables (Pearson Chi-Square = 25.553, df = 16, p = 0.061; Likelihood Ratio = 26.993, df = 16, p = 0.042), and the Linear-by-Linear Association test (p = 0.008, df = 1) supports this finding, albeit with caution due to 20 cells (80.0%) having expected counts less than 5, and the anticipated count being at least 69. Additionally, the nominal variables have a weak relationship, as shown by the symmetric measures (Phi = 0.449, Cramer's V = 0.244).

### CORRELATION ANALYSIS

Table 4.2.1

Correlations			
		01. To what extent do you feel that employees should have a say in important management decisions	To what extent do you think employee participation can improve productivity
01.To what extent do you feel that employees should have a say in important management decisions	Pearson Correlation	1	.226*
	Sig. (2-tailed)		.010
	N	127	127
10.To what extent do you think employee participation can improve productivity	Pearson Correlation	.226*	1
	Sig. (2-tailed)	.010	
	N	127	127
*. Correlation _is significant at the 0.05 level (2-tailed).			

## Interpretation

The correlation analysis reveals a significant positive relationship ( $r = 0.226$ ,  $p = 0.010$ ,  $N = 127$ ) between the degree to which employees trust they should have a say in significant management decisions and the degree to which they believe employee Participation can improve productivity, indicating that people who value Employee engagement in management choices increases the likelihood that they will see the benefits to productivity.

## ONE-WAY ANOVA

Table 4.5.1

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
04. To what extent do you think employee participation in decision-making improves job satisfaction	Between Groups	18.416	5	3.683	2.738	.022
	Within Groups	162.765	121	1.345		
	Total	181.181	126			
06. How much impact does employee participation have on organizational commitment?	Between Groups	14.676	5	2.935	2.352	.045
	Within Groups	150.978	121	1.248		
	Total	165.654	126			
07. To what extent do you feel that employee participation leads to better decision-making outcomes	Between Groups	12.786	5	2.557	2.408	.041
	Within Groups	126.366	119	1.062		
	Total	139.152	124			
11. To what extent are employees allowed to provide input and feedback on management decisions	Between Groups	18.145	5	3.629	2.471	.036
	Within Groups	177.714	121	1.469		
	Total	195.858	126			

## Interpretation

The ANOVA test outcomes show that there are statistically significant differences between groups for several questions related to employee participation in decision-making, job satisfaction, organisational commitment, and decision-making outcomes, as evidenced by small p-values ranging from .022 to .059,

implying that employee participation plays a significant role in these aspects within the organisation.

## T-TEST

Table 4.6.1

Paired Samples Statistics					
		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	01. To what extent do you feel that employees should have a say in important management decisions	3.3465	127	1.28716	.11422
	10. To what extent do you think employee participation can improve productivity	3.6220	127	1.13340	.10057
Pair 2	26. How satisfied are you with the level of communication between employees and management regarding decision-making processes	3.5906	127	1.19093	.10568
	03. How much influence should employees have in the final decision-making process	3.2835	127	1.22084	.10833

## Interpretation

The paired samples correlations show a moderately positive correlation between employees' satisfaction with communication and their preference for influence in decision-making processes, while there is a weak positive correlation ( $r = 0.226$ ,  $p = 0.010$ ) between employees' desire to have a say in management decisions and their belief that employee participation can increase productivity.

## FINDINGS:

- A significant portion of respondents (around 50%) are supportive of employee involvement in important management decisions, either agreeing or strongly agreeing with the idea.
- Most respondents believe that employee involvement can increase productivity, with over 50% recognizing its positive impact.
- A significant proportion of employees feel comfortable sharing their sentiments during discussions about decision-making.
- Some employees observe that management does not actively seek input from them, indicating



potential gaps in communication.

## **SUGGESTIONS:**

- Foster a culture that encourages and values employee involvement in decision-making to enhance job satisfaction and organizational commitment.
- Improve the information-sharing process during the decision-making to ensure that employees receive the necessary information to contribute effectively.
- Provide training and resources to employees to improve their knowledge and expertise, enabling them to participate effectively in decision-making.

## **CONCLUSION:**

The study highlights the significance of employee involvement in decision-making processes and its positive impact on various aspects such as job satisfaction, organizational commitment, and better decision-making. However, there are diverse perspectives on the appropriate level of employee influence, the extent of employee involvement, and the equal of trust between employees and management. Improved work happiness, organisational commitment, and decision-making results can all be a result of employee involvement in management decision-making.. The findings highlight the importance of seeking employee input, providing adequate information, and fostering a culture of trust and transparency. By implementing the suggested best practices and continuously evaluating and improving the process, organizations can harness the full potential of employee participation, leading to a more engaged workforce and better organizational outcomes.

## **LIMITATIONS:**

1. Time restrictions
2. Larger data can be accessed due to the secrecy factor
3. The research was restricted to the workforce.
4. Some workers are unwilling to complete the questionnaire.

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