



# **A STUDY ON WORKERS PARTICIPATION IN MANAGEMENT WITH REFERENCE TO BNT Traders , CHENNAI**

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## **ABSTRACT**

The project has been titled on A STUDY ON WORKERS PARTICIPATION IN MANAGEMENT. The participation of workers in management is a concept by which the principle of independent and democratic administration of corporation is ensured for attaining peace and harmony in it. Participation has a motivational power and great psychological value. This study helps to find out the workers eagerness and challenges towards the environment. It also helps the management to know the workers participation to increase the production and profit. This survey explains the extent of adjustment between workers and management for the maintenance of the peaceful environment and find out the effectiveness of training which leads to the workers skills and knowledge. This study helps in increasing the cordial relationship between the workers and management towards the job. This study helps to analysing the suggestion of the workers to the organization in their point of view. After the analysis, findings of the study and relevant suggestions have been provided to the management. Hence it can be concluded that the study has helped to find out the worker participation level of employees in management.

## INTRODUCTION

The success or failure of the organization depends not on material, machines and equipment but on the efficiency of the personal who are put in their potential as best for an efficient performance at their jobs to be effective.

Human resource or personnel management may be defined as an area of procuring, development and maintaining competent work force to achieve organization goals efficiency.

Keith Davis has defined the term “Participation” as the mental and emotional involvement of a person in a group situation, which encourages him to contribute to group goals and share responsibilities in them. Hence, for peaceful evolution of the economy on democratic basis, it is essential that the workers participation in the management should be recognized as a fundamental principle.

## REVIEW OF LITERATURE

**Shende S.P. and Dr.Patil G.B. (2015)** undertook a study of the 25 industries in 12 industrial zones of Nagpur division for the purpose to know the existing status of **Workers participation in management** concept.

**Rajarathi K. Sathya Priya J.(2016)** have define the workers participation as every practice which sanctions the workers to exercise control over their working organizations.They conduct their Descriptive research study at TNPL.Karur and culled 133 respondents through the simple random sampling technique.

**Prabhakar A.(2015)**,expressed that the organizations must take some decisions to perform their activities on routine substratum.

**Thakur N.(2014)**,gave accentuate on a survey study,which involved two hundred and seventeen respondents drawn for interview schedule and in-depth interview from the flour mills and sugar mills located in Uttar-Pradesh. In this study he used mainly chi -square test for analysis of data while the respondents were culled through a combination of clustering and systematic sampling methods.

## RESEARCH METHODOLOGY

As for the research design, **Descriptive research** is used in this research. Descriptive research is research which particular prediction is made, the percentage of units in a specified population result a certain behaviour is calculated and the characteristic of relevant group is described.

## DATA COLLECTION

- Primary data is collected by means of interview schedule.
- Secondary data are collected through the booklets, websites and company reports.

## TABLES AND CHARTS

Table 1: Distribution of respondents by their age

AGE	NO. OF RESPONDENTS	PERCENTAGE
25-35	42	49.4
35-45	26	30.6
Above>45	17	20
Total	85	100

## INTERPRETATION

The above table exhibits the age of the respondents Majority (49.4%) of them where of between 25-35 years of age 30.6% and 20% of them where of between 35-45 and above 45 years of age.

Chart 1:

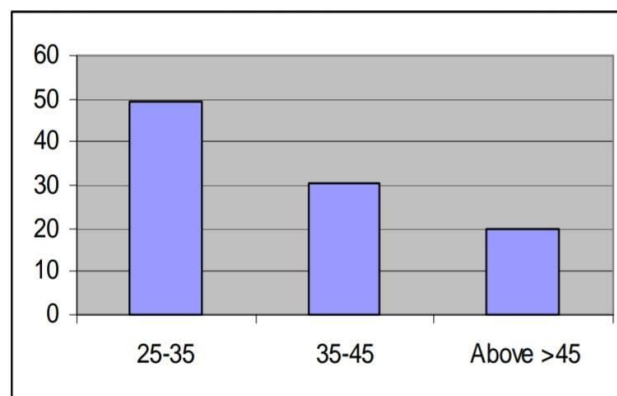


Table 2: Distribution of respondents by their experience

EXPERIENCE	NO. OF RESPONDENTS	PERCENTAGE
1-5	41	48.2
6-10	29	34.1
11-15	9	10.6
16-20	6	7.1
Total	85	100

## INTERPRETATION

Majority (48.2%) of them where of between 5-10 years of experience.

Chart 2:

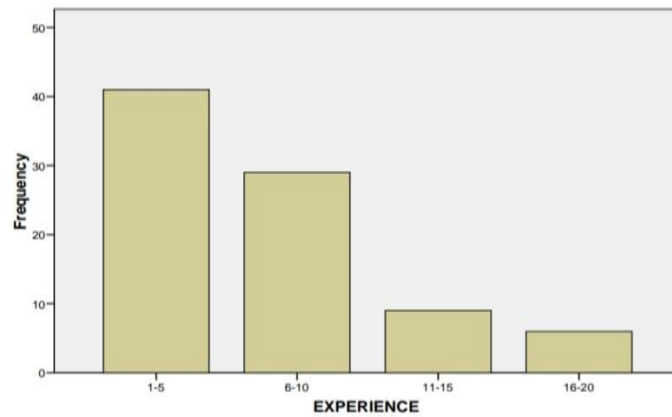


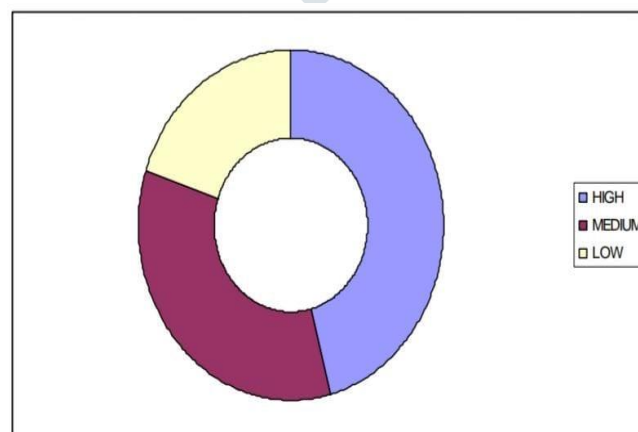
Table 3: Distribution of respondents by their level of participation

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE
HIGH	39	45.9
MEDIUM	29	34.1
LOW	17	20
Total	85	100

## INTERPRETATION

From the above table, it reveals that, 45.9% of the respondents opined high, 34.1% of the respondent opined medium, 20% of the respondents opined low with the level of participation.

Chart 3:



## CONCLUSION

The study helped the researcher to know about the factors that involves in workers participation in the management and to identify the relationship between management and employees. The employer - employee relationship in the company is to be strong due to the workers participation in management. Management should be prepared to give all information connected with the working of the industry and worker should handle that information with confidence and duties. The workers should become aware of their responsibilities.

## REFERENCE

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