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**A STUDY OF IMPORTANCE AND IMPACT OF WORKERS
PARTICIPATION IN MANAGEMENT**

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ABSTRACT

For the first time, in the 1920s and 1930s, the value of employee engagement as a corporate strategy was emphasized. Human factors in productivity have received more attention as a result of the Hawthorne investigations. Communication between workers and their bosses was prioritized under the 'human relations' method of management. In spite of early excitement, however, these hypotheses have been met with moderate scepticism due to a lack of substantial empirical support. Recently, increased interest in this topic has been sparked by managerial practice. This is because there is mounting proof that employee engagement raises levels of effort, which in turn raises levels of efficiency and production, lowers the cost of monitoring people, and boosts commitment. Although worker engagement has been linked to fewer complaints and lower turnover rates, it has additional benefits beyond mitigating the effects of setbacks. When people at all levels of an Organisation have a say in making decisions, it changes the dynamic between management and staff and establishes new methods of making decisions that are predicated on collaboration and the free flow of information. Indeed, as suggested by Lewin and Sherer, some managers may choose to create systems of shared decision making in reaction to management's embrace of employees as significant stakeholders in the business and as a method of investing employees with the "shared values" of the Organisation.