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UNIT – V

Workers' Participation in Management

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Workers' Participation in Management: A Case Study of Indian Practices

This presentation delves into the concept of workers' participation in management, exploring its implementation and potential in India. We'll examine key practices and explore the benefits and challenges associated with this approach.

Concept of Workers' Participation

Empowerment

Workers' participation encourages a sense of ownership and responsibility, leading to greater engagement and motivation.

Collaboration

It fosters collaboration between management and workers, leading to improved communication, problem-solving, and decision-making.

Practices in India

Works Committees

These committees address issues like working conditions, safety, and welfare, promoting dialogue and resolution.

Joint Management Councils

Jointly formed by management and worker representatives, these councils participate in decision-making for the organization.



Employee Directors on Board

1

Representation

Nationalized banks in India include employee directors on their boards, providing workers' perspectives on key decisions.

2

Transparency

This practice enhances transparency and accountability, strengthening trust between management and workers.





Quality Circles (QC)



Collaborative

QC groups consist of employees who work together to identify and solve problems related to their work processes.



Innovative

QC promotes creativity and innovation by encouraging employees to brainstorm solutions and implement improvements.



Global QC Practices

1

Germany

QC practices are widely adopted in Germany, with a focus on continuous improvement and employee involvement.

2

Yugoslavia

QC was implemented in Yugoslavia as part of a broader effort to promote worker participation in management.

3

United Kingdom

The UK has witnessed a growing adoption of QC, with companies recognizing its benefits for productivity and quality.

Benefits of QC

1

Improved Quality

QC focuses on identifying and addressing defects, leading to higher quality products and services.

2

Increased Productivity

By optimizing processes and eliminating waste, QC contributes to increased productivity and efficiency.

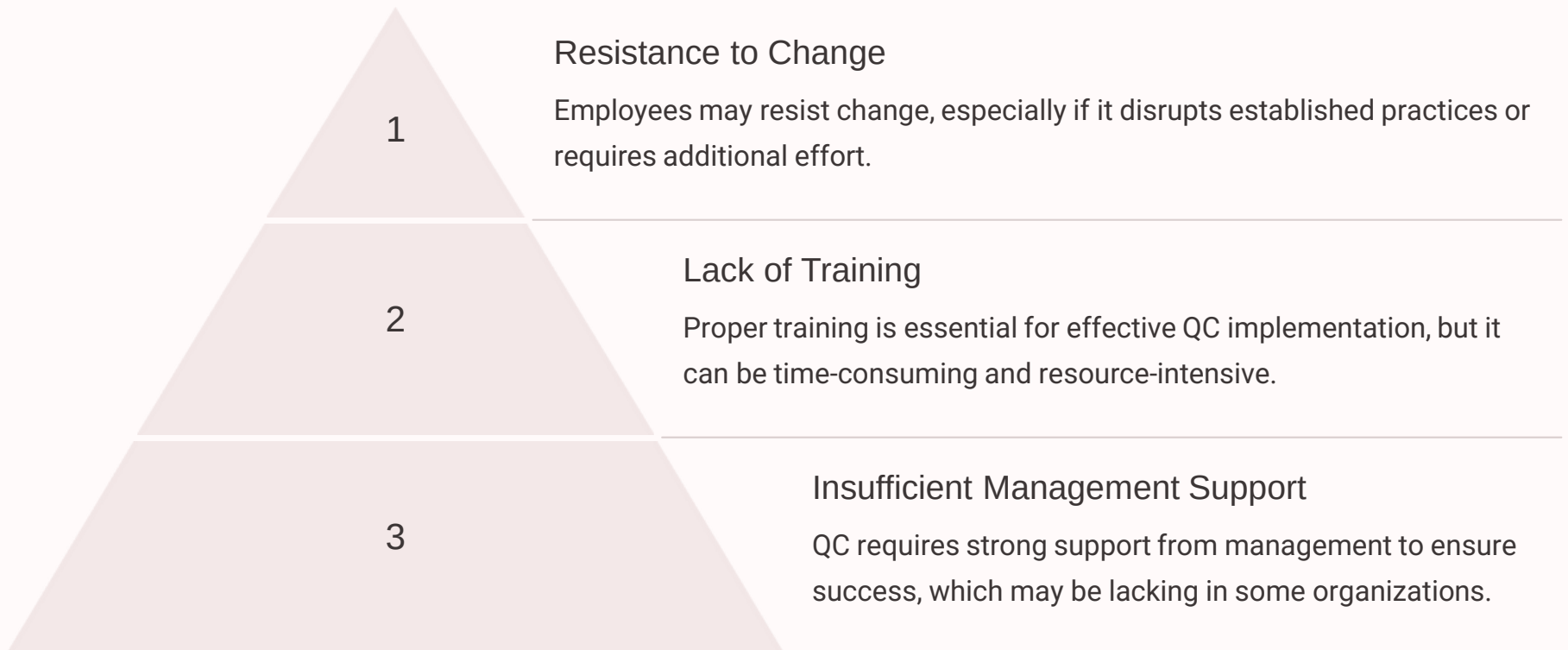
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Enhanced Employee

Morale
QC empowers employees, fostering a sense of ownership and contributing to improved morale and job satisfaction.



Challenges in QC Implementation



Suggestions for Improvement

1

Strong Leadership

Management must champion QC and provide clear direction and support for its implementation.

2

Employee Training

Invest in comprehensive training programs to equip employees with the skills and knowledge needed for effective QC participation.

3

Continuous Improvement

QC is an ongoing process, requiring continuous monitoring, evaluation, and refinement for optimal results.

Enabling Legal and Policy Framework

1

Legislation

India has various laws, including the Industrial Disputes Act, 1947, which recognize the right to workers' participation.

2

Policy

The government has implemented policies promoting workers' participation, such as the National Policy on Workers' Participation in Management.

Worker's rights law

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Workers' Participation in Management

Concepts, Practices, and Quality
Circles

Concept and Practices in India

- - Concept of Workers' Participation in Management
- - Practices in India:
 - - Works Committees
 - - Joint Management Councils

Employee Directors on Boards

- - Role of employee directors on boards
- - Nationalized Banks in India
- - Impact on decision-making and employee engagement

Voluntary Scheme of Worker's Participation

- - Overview of voluntary schemes in India
- - Benefits and challenges
- - Case studies of successful implementation

Quality Circles (QC)

- - Concept and benefits of Quality Circles
- - Role in improving productivity and workplace morale

QC Practices: Germany, Yugoslavia, and the UK

- - Germany: Systematic employee participation and innovation
- - Yugoslavia: Workplace self-management practices
- - UK: Collaborative efforts for quality improvement

Suggestions for Improvement of QC

- - Training programs for QC members
- - Encouraging management support
- - Regular evaluation and feedback
- - Sharing best practices across industries