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**IMPACT OF DECISION MAKING BY WORKERS PARTICIPATION IN
MANAGEMENT**

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ABSTRACT

Over the past fifty years, experts in the field of behavioural economics have conducted large studies in countries all over the world to determine what factors contribute to employee conduct on the job. They work tirelessly to pinpoint the conditions that encourage workers to "integrate" with the company and put up their best efforts in pursuit of its goals. Every person, it is generally agreed, values his or her own uniqueness, regard, and acknowledgement. These can emerge in the framework of an industrial organisation by a deliberate blending of "associating" the personnel at different levels of the firm, in which problems of common interest are addressed and plans for action to accomplish them are formed collaboratively. As a result of being included in the decision-making process, staff members are expected to take ownership of the outcomes and work diligently to see them through to fruition. The employee's perspective on the organization's structure, goals, rules, and procedures, as well as the manager's management style, the quality of interpersonal connections inside the company, and his own level of participation in decision-making, are all significant factors. Management's authority is not diminished by allowing employees to participate in setting priorities and making decisions. Groups do not decide anything in the end. One man makes a decision and must live with the consequences. However, discussion between managers and employees, as well as doing the math and imagining the fallout for the team and the company as a whole, are all considered to be part of the decision-making process. This does not prevent the manager from exercising the discretion afforded to him as the team's leader.