

## **CHAPTER 5**

### **MAJOR FINDINGS & CONCLUSION**

---

On the basis of Data Analysis & Interpretation, the major findings of the study given below:-

1. On the basis of Gender of the Employee, it can be found that out of the total 40 respondents, 25 respondents are Males and 15 respondents are Females while there is no one who lies in the third option of “Prefer not to say”. Here, the ratio of Male is to Female is 5:3.
2. On the basis of age of the employee, it can be found that out of the total 40 respondents, 21 respondents are below the age of 25 years, 12 respondents comes under the age category of 25-30 years while 07 respondents lies between the age of 30 & 40 years. It is also seen that there are no employees in the age category of 40 to 50 years and 50 to 60 years.
3. On the basis of years of working in the Organization, it can be found that out of the total 40 respondents, mostly of the employees of this survey have been working in their organization below 05 years and they are 35 in number. While 3 respondents have been working there from 5-10 years and the employees working there from 10-15 years are 2 in number. While there is no respondent in this survey who has been working in their organization for more than 15 years. So, there is no respondent who lies in the category of 15-20 years and More than 20 years.
4. On the basis of feeling proud to be a part of the company, it can be found that out of the total 40 respondents, 16 respondents are strongly agree with the statement that they feel proud to be a part of the company while other 15 respondents are agree with the statement. And the remaining 9 respondents are neither agree nor disagree with the statement. It is also came to know that there is no respondent who feel disagree or strongly disagree with the statement.
5. On the basis of looking forward to come to work each morning, it can be found that out of the total 40 respondents, 15 respondents are strongly agree to come to work each morning, while 20 respondents are agree with the statement while 04 respondents shows neutral behaviour and

the remaining 01 respondent is disagree to come to work each morning. There is no one who strongly disagree with the statement.

6. On the basis of feeling comfortable in asking for help to their supervisor, it can be found that out of the total 40 respondents, 17 respondents are strongly agree that they feel comfortable in asking for help to their supervisor, while 19 are agree with the statement and 02 respondents are neither agree nor disagree with the statement & the remaining 02 are disagree with the statement. And there is no one who strongly disagree with the statement.
7. On the basis of feeling comfortable in giving feedback to their supervisor, it can be found that out of the total 40 respondents, 19 respondents are strongly agree that they feel comfortable in giving feedback to their supervisor, 15 respondents are agree with the statement, while 04 respondents shows neutral behaviour and the remaining 02 are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.
8. On the basis of their opinions valued by their managers, it can be found that out of the total 40 respondents, 10 respondents are strongly agree that their manager values their opinions, 20 respondents are agree with the statement, while 8 respondents shows neutral behaviour and the remaining 02 are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.
9. On the basis of the respect given to their coworkers in their organization, it can be found that out of the total 40 respondents, 18 respondents are strongly agree that their coworkers are given respect in their organization while 17 respondents are agree with the statement, 02 respondents lies in Neutral category and the remaining 03 are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.
10. On the basis of the amount of personal growth and development they get in doing their job, it can be found that out of the total 40 respondents, 10 respondents are extremely satisfied with the amount of personal growth and development they get in doing their job, 18 are satisfied with the statement, while 07 respondents are neither satisfied nor dissatisfied with the statement and the remaining 05 are dissatisfied with the statement. There is no one who is extremely dissatisfied with the statement as per the response in this survey.
11. On the basis of the positive vibes and motivational environment they get in their working place, it can be found that out of the total 40 respondents, 10 respondents are strongly agree that their working place is quite positive and motivating for them, 21 respondents are agree with the

statement, while 07 respondents shows neutral behaviour and the remaining 02 respondents are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.

- 12.** On the basis of the excitement and challenges related with their job role, it can be found that out of the total 40 respondents, 14 says that they are strongly agree with their job role which is quite exciting and challenging for them, 11 respondents are agree with the statement, while 12 respondents lies in Neutral category and the remaining 03 respondents are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.
- 13.** On the basis of the increase in productivity as a result of participation, it can be found that out of the total 40 respondents, 11 respondents are strongly agree with the statement that there is an increase in their productivity level after participation. 23 respondents are agree with the statement, while 04 respondents shows neutral behaviour and the remaining 02 respondents are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.
- 14.** On the basis of the reduction in Job Stress due to participation, it can be found that out of the total 40 respondents, 13 respondents are strongly agree that job stress is reduced after participation, 19 says that they are agree with the statement. While 05 respondents are neither agree nor disagree with the statement and 02 respondents are disagree with the statement. The remaining 01 respondents are strongly disagree with the statement as per the response in this survey.
- 15.** On the basis of the development in personality as a result of participation, it can be found that out of the total 40 respondents, 16 respondents are strongly agree that Personality development is an output of participation, 22 respondents are agree with the statement, while 02 respondents shows neutral behaviour. There is no one who disagree or strongly disagree with the statement as per the response in this survey.
- 16.** On the basis of the betterment of Industrial relations after participation, it can be found that out of the total 40 respondents, 17 respondents are strongly agree that participation resulted in better Industrial relations, 18 respondents are agree with the statement, while 03 respondents lies in Neutral category and the remaining 02 respondents are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.

**17.** On the basis of giving fair chance of participation to every employee in their organization, it can be found that out of the total 40 respondents, 17 respondents are strongly agree with the statement that their organization gives fair chance of participation to every employee, 14 respondents are agree with the statement, while 06 respondents are neither agree nor disagree with the statement and the remaining 03 respondents are disagree with the statement. There is no one who strongly disagree with the statement as per the response in this survey.

## **CONCLUSION:**

This study aimed at studying the impact of workers participation in management on their performance. From the findings of the study, it is concluded that workers participation in management has a positive impact on the performance of the employees. Through involvement in decision making, the workers feel satisfied, motivated and willing to work each day. Involvement also establishes better flow of communication & as a result, employees are not hesitated in asking help or giving feedback to their supervisor. Thus, participation resulted in an increase in their productivity, reduces job insecurity, and establishes better Industrial Relations & overall personality development of employees. Thus, the concept of workers participation in management has a significant impact on the performance of the employees and benefited the organisation in the long run and contributes in the success of the organization. So, every organization should make efforts in encouraging workers to participate in decision making of the organization and the managers should be given adequate incentives for cooperating with workers.