

PARTICIPATION OF DECISION MAKING OF EMPLOYEES IN INSURANCE SECTOR WITH SPECIAL REFERENCE TO SALEM DIVISION

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ABSTRACT

The research paper executes that the intrinsic factors of the Participation in Decision-making of the LIC employees in different branches of the Salem Division. Employee participation is the process whereby employees are involved in decision making processes, rather than simply acting on orders. Employees want to participate in deciding matters which affect their lives. Our discussion with the class I, class II & class III employees in LIC about their participation in decision making with the higher authority regarding launching the products and some other matters. This paper is consists of review, statement of the problem, objectives of the study, period of the study and vital tools used in research methodology part also. Therefore, quality circles, management by objectives, suggestion system and other forms of employees' participation in management help to improve the productivity.

Key words: Employee participation, worker, making decision, etc.

1.Introduction

Workers' participation in management is an essential ingredient of Industrial democracy. Participation has an intrinsic value for participants in Human Resource Management. The concept of workers' participation in management is based on Human relations approach to management which brought about a new set of values to labour and management. Traditionally the concept of workers' participation in management refers to participation of non-managerial employees in the decision-making process of the organization. It is a catalyst for further development for encourages a sense of responsibility guarantees that a felt need is involved that ensures things are done in the right way uses valuable indigenous knowledge frees people from dependence on others' skills.

According to Keith Davis, participation refers to the mental involvement and emotional involvement of a person in a group situation which encourages him to contribute to group goals and share the responsibility of achievement

- Increase in mutual understanding
- Increase in production
- Industrial peace
- Way to self – expression & Minimized the problem of labour turnover

2.Review of Literature

Deutsch and Schurman (1993), suggested that strategies in the USA developed by unions are to increase the amount of employee participation and involvement in decision-making around the areas of new technology, work environment and skill training and development. This move is set within a context of a split between anti-union and pro-union factions who would like to see different kinds of activities among the employees. The existence of and the quality of the relationship between unions and management is an important factor in the success of cooperative undertakings.¹

Statement of the problem

The study of participation decision making of employees was considered to be important and critical area in management and organizational performance for past several years especially in the LIC. For the research, based on the literature review participation decision making is important dimensions were identified. How are the Employees interacted with their higher authority regarding Participation decision making of the employees.

Objectives of the study

- To Identify the role of employee participation of employees
- To analyze various dimensions faced by the employees in Salem division

Number of Respondents taken for study Branch-wise sample Selection

The following table discloses branch wise distribution of sample respondents in Salem District.

Sl. NO	Branch	Samples	Population
1.	Salem North	25	55
2.	Salem South	18	51
3.	CA Branch	13	30
4.	Salem East	16	47
5.	Omalur	14	48
6.	Dharmapuri	21	52
7.	Krishnagiri	23	49
8.	Hosur	20	55
9.	Palacode	9	27

¹¹ Deutsch., & Schruman,S.(1993), Labor initiatives for worker participation and quality of working life. Economic and Industrial Democracy, Vol.14. pp. 345-354.

10.	Namakkal	18	43
11.	Rasipuram	15	37
12.	Attur	20	51
13.	Harur	19	38
14.	Mettur	21	39
15.	Kumarapalayam	13	42
16.	Tirchengode	12	35
17.	Sankari	11	36
18.	P.Velur	12	35
	Total	300	770

3. Method of data collection

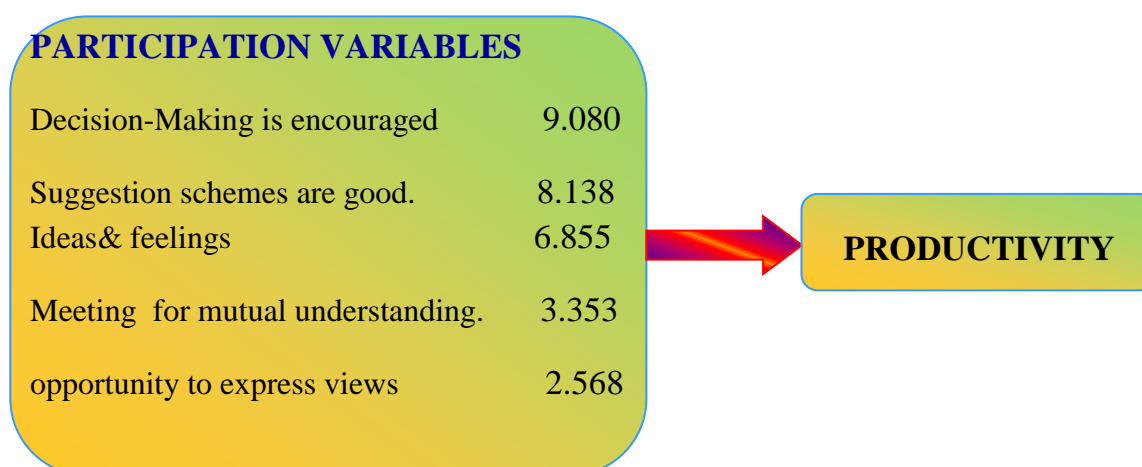
Primary data

Primary data are those which are collected afresh and for the first time, and thus happen to be original in character. For collecting primary data OBSERVATION and QUESTIONNAIRE methods are used.

Sampling Design

The study was conducted for a period of four months from September to December 2018. The respondents of the study are part of population of employees of Life Insurance Corporation of India, Salem Division. Disproportionate Stratified random sampling is adopted to get insight about the study.

Participation in Decision-Making.



From the above table shows that participation decision making variables. Decision making is encouraged ($t=9.080$) of LIC employees is a key role factors to derive the maximum productivity. It is followed by suggestion schemes ($t=8.138$), interaction with employees ideas and feelings ($t=6.855$), Conduct meeting for mutual understanding among the employees ($t=3.353$) opportunity to expressing their views ($t=2.568$), also.

Statement	Component
The Employees are given opportunity to express their views in our LIC	.776
The employees are interacting in terms of ideas& feelings	.768
The LIC Company conducts meeting with employees for mutual understanding.	.757
Decision-Making is encouraged.	.731
Suggestion schemes are good	.716

Employee participation is the process whereby employees are involved in decision making processes, rather than simply acting on orders. Participation of employees in decision-making process has resulted in successful value creation in Life Insurance Corporation of India, Salem Division. It motivates them to take responsibility for his own corporation.

Participation decision making

	t- value
Participation	7.218
compensation	7.145
Opp. For growth	5.290
Social relevance	3.278
Welfare	2.832
Work life balance	2.406
Org. climate	2.251

From the above table, it is clearly says that Participation decision making ($t=7.218$) is predominant factor in Quality of work life factors. It derived high morale of the employees, and it is followed by compensation ($t=7.145$), opportunities for growth and development ($t=5.290$) social relevance ($t=3.278$), welfare measures ($t= 2.832$), work life balance ($t=2.46$), organizational climate ($t=2.251$) also

4. Findings:

Personal and Organizational Information

The demographic characteristics of the sample respondents revealed that nearly 46.30 percent of them fall in the age category 41-50 years, 85.30 percent was male and 95.70 percent was married. In the category of Post Graduate qualification out of the total selected respondents nearly 70.70 percent fall in this category. 38.30 percent respondents were from the class III group of employees. It also envisages that approximately 48.30 percent of selected respondents had 20 years and above service. 85.0 percent of them drew Rs. 25000 and above as their monthly income. **Participation in Decision Making**, it is highly correlated compared to some other factors. The employees are given opportunity to express their views in our LIC was observed to be high followed by employees are interact in terms of ideas & feelings, Conducts meeting for mutual understanding of employees, Decision-Making is encouraged, Suggestion scheme are good.

Suggestions

- The ground reality faced by the employers should be taken as feedback for enhancing or modifying the existing or new products.
- Improve the working environment in Some of the branches in salem division. It would increase the productivity among the employees.

5. Conclusion

Today, HRM is the contemporary topic in our society. It is better to encourage the LIC employees having a long experience of the matters concerned in the administration. It is influenced by QWL in LIC. When employees have a say in management decisions, they work with greater commitment and involvement as they are also parties to the decision. It is believed that encouraging workers to participate in the decision –making process will help to improve the productivity and it will give dramatically changes in the Human resource development.

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