

Predicting a Model of Decision Making in All the Systems

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Abstract— “Great things in business are never done by one person, they ‘re done by a team of people”- Steve jobs . The solid foundation of any successful company is its people(employees). Participative decisionmaking is important concept.. People are dependent to one another. Nobody live without others help directly or indirectly .Participative decision making is the extent to which employers allow or encourage employees to share or participate in organizational decision making(probust 2005). The objective of this paper is to find out, why we implement participative decision making in all the organizations. It is a literature review paper. This study found how participative decision making improves organizational productivity, Jobsatisfaction, Organizational commitment, empowerment in various research studies.

Key words: Participative decision making, productivity, Motivation, Job satisfaction

I. INTRODUCTION

In India now a days, All types of people make strikes in order to get his rights. For example- Transport employees, farmers, Jallikattu extra. This strike seems that India is lead by autocratic leaders. If all the organizations in India were followed participative decision making in genuine manner, It would not have happened. In India workers participation in management techniques is only optional one.

Origin and growth of workers participation in management:

The origin of the concept can be traced back to the writings of Fabian socialists headed by Sydney Webb (1859-1947).

Pierre Joseph Proudhon (1808-1865), a French philosopher and socialist, was the first economist who used the term ‘industrial democracy’ in explaining his economic ideas. However, a real beginning of the concept of industrial democracy started after the publication of the book ‘Industrial Democracy’ by Webb and Webb (1920). In Great Britain, the Fabian socialists headed by Sydney Webb and Beatrice Webb also opposed the doctrine of workers’ control and instead favoured participation of labour in industry. They coined the term ‘industrial democracy’ and described it as the method in which workers collectively

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through their unions can exert influence over the decisions on different issues concerning them.

In India, the importance of workers’ participation was long ago visualised by Mahatma Gandhi (1869-1948). In several lectures published in ‘Young India’

In 1927, he expressed the view that labourers be made owners of the firm in proportion of the share they possess (Gandhi, 1927). The idea of workers’ participation can be traced to the ‘trusteeship’ concept propounded by Mahatma Gandhi. He held that capital and labour both would be trustees of consumers, the relation between them being of family members living in unity and harmony. Gandhi wanted the capitalists to make their workers, co-partners of their wealth and should look to the material and moral welfare of the workers. At the same time, he thought that the “labour to be intelligent enough to co-operate with itself and then offer co-operation with capital on terms of honourable equality” (Gandhi, 1947).

II. RELATED WORK

In this paper we explained through various research studies, how participative decision making increased the Employees productivity, Organizational Performance Job satisfaction, Motivation, Creativity, Empowerment, Organizational Productivity and Organisational commitment.

PDM increased Employees Productivity and Organizational Performance:

Issifu Amadu Abdulai (2014) examines the relationship between Participation in decision making and employee productivity amongst body of workers in Naira rural financial institution and Builsa neighborhood bank. The learn about printed that Participatory choice making is an advantageous mechanism to extend productivity.

The study additionally published that allowing all personnel to take part in decision making is fine and help will increase dedication degree of employee’s as well as advertising creativity and innovation in the organization. Ezennayanjidekapisca (2011) studied employee’s participation in selection making and its impact of productivity of three publishing outfits in Engu, government printing press, Rocanang Ltd. He found that participative management results increased productivity.

Tchapchetemanuelameen (2013) researches the affect of specialist interest in determination making on a personnel efficiency. The get some answers concerning verified that specialist cooperation impacts the personnel's viability, effectivity and profitability

Ojukukurosoline (et.al) two analyzed the impact of specialist interest in decision making on execution of picked smes in Laos , south western Nigeria, Findings of the find out about printed that laborer support has gigantic effect on Organizational performance. Owlabilateefkube (et.al) (2011) inspects the connection between specialist contribution in basic leadership and association's general execution in the assembling locale in Nigeria. Information have been accumulated from 670 assembling firms. The discoveries of the examination call attention to a far reaching connection between laborer contribution in decision making and firms' exhibition. The outcomes additionally reveal that organizations with high worker inclusion in decision making beat firms with low representative contribution in choice making. Gabrielobasi (et.al) (2016), inspects participative determination making and execution in Federal Airports Authority (FAAN), Lagos, Nigeria. The get some answers concerning found that workers are associated with the arrangement of decision making in FAAN and that persuades faculty to capacity better which totals to more noteworthy Organizational performance. Ranarashidrehman (et.al) (2012) researches the effect of representative decision making styles and authoritative performance. The find out about is performed in 187 financial region representatives, and they watched the balanced and organized decision making styles have over the top awesome affect on Organizational execution. While avoidant basic leadership styles have poor impact on authoritative execution. The find out about likewise saw that enthusiastic ability directs the relationship among determination making designs and Organizational execution.

Abdul rahmana Isughagir (2016) looks at the effect of worker interest in basic leadership on association's presentation in Saudi Arabia's assembling division. The find out about decided colossal profitable relationship exists among PDM and association's presentation. This find out about recommends that PDM is a basic angle impacting affiliation performance. Isicheieji k. emeemmanuel (et.al) (2015) examines workers' investment in determination making and the friendliness business in Nigeria; He contemplated picked resorts in the government capital domain in Abuja. The find out about finishes up there is a great connection between degree of workers support in choice making and Organizational execution.

Sukirno(et.al)(2010) analyzes the impact of support in basic leadership on teacher execution in more noteworthy training. The examination finds that participative choice making and scholarly position have full-size effect on talk execution. The discoveries imply that including speaker in instructive decision making would be useful to upgrade now not exclusively teacher generally speaking execution anyway moreover hierarchical performance. Gloria(et.al)(2009) two investigates the

outcomes of a participative procedure, superb circles on a significant number laborer frames of mind and execution. The investigation determinations outfit a superb point of view toward the impacts of absolute quality administration intercessions on profitability.

Edwin Amah (et.al) analyzes the degree to which laborer association impacts hierarchical adequacy and to investigate the degree to which worker contribution impacts gainfulness, productiveness and piece of the pie. An aggregate of 388 supervisors have been haphazardly drawn from a masses of 13,339 chiefs of all the 24 banks in Nigeria. The fair factor representative association was estimated by utilizing strengthening, bunch direction and potential advancement. The organized variable hierarchical viability used to be estimated by utilizing Profitability, Productivity, and piece of the overall industry. Representative association emphatically impacts authoritative viability. Positive huge connection between worker association and benefit. The outcome shows pleasant connection between laborer association and efficiency. That amplify in the degree of representative contribution in associations will enhance benefit, Productivity and piece of the overall industry. This capacity that worker association is connected with hierarchical viability.

PDM increases the Job satisfaction level:

Shilpisaha (2017) evaluates the impact of support in basic leadership on Job fulfillment, Group duty, team learning. Information have been accumulated structure 397 administrative representatives working in open locale endeavors crosswise over India, The get some answers concerning saw that interest in basic leadership has incredible and great association with occupation fulfillment. Cooperation in choice making has incredible association with team learning. PDM has no mammoth association with gathering responsibility.

Florence K. Muindi (2011) looks at the connection between cooperation in choice making and Job pride among instructive workforce in Public school of Nairobi. The discoveries call attention to emphatically durable connection between's cooperation in determination making and Jobsatisfaction in connection to common working conditions, pay and advancing possible utilization of capacities and capacities, work chart and employment criticism. The discoveries additionally bring up that the level of Job pride for laborers at the University will increment proportionately with a reach out in their level of interest in basic leadership.

Buidelel(2013) looks at the connection between laborers support in decision making and Job amuse among scholarly workforce in Nasarawa country college, Keffi. The discoveries showed an emphatically solid relationship among's PDM and the University execution. The discoveries additionally show that the degree of Job delight for representatives at the University increments proportionately with an expansion in their degree of cooperation in basic

leadership.

PDM increases the level of Organizational commitment:

Mikeirava (et.al) (2014) investigates the effect of employees participation in decision making on academic staff's organizational Commitment in the private and public universities in Kenya(16 Universities were studied).The study found that employees participation in decision making significantly influence university academic staffs organizational commitment in Kenya.

Achyutgyawadi(2017) investigate with the fundamental issues associated with the impact of employee participation on Job satisfaction, employees fairness perception and Organizational commitment of commercial banks of Nepal. The study revealed that impact of employee participation on Jobsatisfaction, employee fairness perception and organizational commitment have positive significant relation among all the determinants. Organizational commitment is more influenced by employee participation as it has highest correlation coefficient.

Brendascott-ladd (2005) examine for structural and causal inference between PDM and the work environment overtime. The study found that participation in decision making appears to promote job satisfaction and commitment,Whereas task variety and work effort foster participation.

PDM increases the empowerment

Saied emamgholizadeh (et.al)(2011) examine the relation between employees participation in decision making and their empowerment in Telecommunication Company Iran subsidiary of mazand aeran province. The findings of the study have shown that higher levels of PDM are associated with significant higher competence meaning impact and self determination. A significant positive correlation was found between employees PDM and total dimension empowerment.

PDM increases employees creativity level

Alizubair (et.al) (2015) examined the relationship between PDM and employees creativity. The study found that employees creativity were positively related with PDM

Hong Cheng (et.al) (2017) examines the effect of middle managers participation in

Decision making on the innovation performance of Chinese Manufacturing firms. It also testifies the intermediation channels regarding how middle managers participation influences firm innovation performance. The study found that middle managers participation in decision making has a significant positive effect on firm innovation.

III. RESULT AND CONCLUSION:

In this study we found why we implement participative decision making in all the organizations through various research papers.If we implement employees participation in decision making in compulsory manner, The employees loyalty ,trust, ownership will be increased The employees will feel that is his/her own company. Transparency will be maintained automatically and it will eliminate the Boss slave relationship. Employees will start to behave like their own family members .Through PDM, employers and

employees will get good knowledge from different kind of experienced people. We suggest, Indian govt should make ordinance for all the organizations should follow PDM in compulsory and genuine manner. This will maintain the workplace equality and increase Organizational productivity.

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