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**A STUDY OF WORKERS' PARTICIPATION IN MANAGEMENT – ORIGIN  
AND GROWTH**

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**ABSTRACT**

The idea of worker engagement in management is so hazy that it might signify various things to different people. In terms of decision-making, it entails joint consultation between management and employees before making a choice. For workers, it entails co-decision making or co-determination. For trade union leaders, it signifies the beginning of a new era of social relationships. For administrators, it entails simply associating employees with management without giving them any authority or responsibility. Despite these varied perspectives on worker involvement, everyone agrees that it is a crucial step toward industrial democracy since it involves a redistribution of power between the management and employees. It is important to keep in mind that participatory management is distinct from worker engagement in management. Participatory management refers to a manager's particular way of interacting with his staff, as opposed to worker participation in management, which refers to institutional and formal arrangements that lead to the creation of various participative forums to link workers' representatives with management. His style of leadership is it. Collective bargaining and employee engagement in management is not the same thing. Employee engagement differs from collective bargaining in that it involves mutual trust and information exchange. Employee engagement in management is built on trust, information sharing, and cooperative problem-solving, whereas collective bargaining is frequently based on power dynamics, pressure tactics, and to some extent on information non-sharing. However, one may view collective bargaining as a kind of worker engagement in management if it pertains to productivity negotiating and productivity agreements.