

# Benefits of employee participation in management decisions research paper samples...

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An employee is the most essential asset of an organization because there is no organization which can survive without committed employees. After organizations enter the procedure of the decision making, the results from the decisions formulated can really affect the growth of an organization and its employees. There are several advantages that come with involving employees in management decisions.

Allowing employees to take part in making management decisions, there is the strengthening of the relationship between management and employees. The employees feel a sense of responsibility when they are allowed to voice their opinions. The employees feel that they are highly valued by the management. They also present important suggestions and guiding principles to the management for achieving its goals. Therefore, by involving employees to contribute in the decision making lead to development and important changes happening successfully in setting of goals, problem solving, decision making and implementing organizational changes (Bloom, 2000).

Employees are dedicated to the desired objectives of the management if they are engaged in the decision making by implementing their independent and self-control activities. They always search for and agree to responsibility to involve them in management decision making through emotional, intellectual and physical attempts. Employees participating in making management decisions help to resolve the conflict and diminish differences between the employees and the management. Employees also get involved in the management decision making to help in lowering the cost of control and increase the productivity of the organization (Benedict, 1977).

When employees are engaged in making management decision, they bring new ideas into difficulties and solutions. This is because employees do that same job every day. As a result, they have a better understanding to the organization's problems and challenges which the management may not be able to oversee on its own. This will in return lead to strategic decisions, which allows for additional creativity and broader vision. Having employees engaged to participate in management decision making, helps to create a wider range of values and points of view, representing the variety of matters and concerns at stake in the decision.

Employee participation in management decision helps in motivation of the employees. Extensive participation in management decision guarantees high performance by motivated employees. It increases the capacity of employees in solving of problems and dedication to the success of the organization. Being concerned with employees' decision making increases their control over the duties for which they are held accountable for. It also improves the employees' confidence, job satisfaction and collaboration with the management. Involving employees in making management decisions plays as an essential part of human relations which helps to enhance their motivation (Vroom, & Jago, 1988).

Participation of the employees in management decision is linked with a development in general satisfaction, as well as satisfaction with work, supervision, opportunities for growth and getting promoted and also organizational involvement. It also helps to reduce intentions of quitting job as well as lowering turnover. When employees participate in decision making, they assist to come up with comprehensive and efficient managerial

decisions. It gives employees the authority to argue on organizational matters, problems and also presents a setting for decision making.

Whenever employees are engaged in decisions that have an effect on their working situation, better working techniques are invented which in return, benefit both the organization and employee. The organization accrues higher productivity and stability. This is because they are more secure in the industry and the employees are more connected to the organization because they have voiced their opinions in the decision making (Benedict, 1977)

There is enhanced, more innovative and well-organized working methods and procedures once employees are engaged in the management decision making. As a result, there is less resistance to new working methods because there is good communication between the employees and the management across work divisions. This in return could lead to attraction and withholding of the employees due to increased satisfaction. It also reduces delay, turnover and absenteeism and increase staffing flexibility and service and product quality. There is also reduced employee sustaining and supervision required, more efficient resolution of differences and reduced figure of grievances (Vroom, & Jago, 1988).

Involving employees in management decision making comes with some drawbacks. Employees may come up with feelings of resentment against the organization or amongst themselves. Employees may disagree with each other while coming up with decisions since their opinions may differ and many people have to understand and agree with the decision made (Bloom, 2000).

There is also delay in the process of decision making because there are

many people involved. Contributions and responses start to come from different people. Therefore, it takes time to confirm the accuracy of the opinion being rose which means the decision making will be slowed down. There is also a security issue because when employees are engaged in the management decisions, they get to know a lot of facts and information about the organization the management which may change into critical information at the later stage. Therefore, there is a bigger anxiety of having information being leaked out (Benedict, 1977).

Having employees participate in management decision makes the management to feel as if they have lost control as the leaders. When the management make decisions on its own, it sustains more control of the decision making process and the outcome. Engaging employees to decision making process feels uncomfortable to the management because they do not know the results in advance (Vroom, & Jago, 1988).

The employees may also make or contribute to the management decision, which might not be pleasing to the management. The management may get irritated in trying to live with the results or decision that they believe would be enhanced if their own decision was implemented. The employees may also contribute to a decision which might have a negative outcome which may lead them being blamed throughout (Benedict, 1977).

The negative aspects that come with employee participating in management decision can be resolved through various ways. This can be done through management trying to avoid hearing and seeing what they want. This is because even the employees have their own set of biases and preferences which they may contribute to the decision making. The preferences and the

biases can be identified while trying to be open to the information around them. The management can prevent relying on the information they receive from the employees especially if they are not closely engaged in the problem situation. This is because they may not have the required information or understanding to help make the decision (Bloom, 2000).

Another way to resolve these problems is to placing emphasis on the information contributed by each and every employee in the group. This is because they are the people who are most involved in the difficulty situation meaning they have the most relevant information in relation to the decision making process. The management should as well recognize and acknowledge unique talents and skills of the employees. This empowers employees to take interest in the organization and feel more confident with making decisions (Bloom, 2000).

It is important for employees to participate in the management decisions because an organization cannot exist without the employees. They are the ones who understand the situations in the organizations better. It comes with a lot of benefits which include, high productivity, good quality of outcome, less absenteeism and many more.

## **References**

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