

## EMPLOYEE PARTICIPATION MANAGEMENT: AN ICONIC REVIEW

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### ABSTRACT

It is extensively alleged that the employee participation may have an effect on employee's job satisfaction, employee productivity, employee commitment, industrial relation, quality of work life, and labor process for the organization. The major intent of this study is to trace out liaison among employee participation, employee productivity, employee commitment and job satisfaction. In organizational decision making the concept of employee participation is not new. However, the idea couldn't gain much popularity among organizations. This is an exploratory study based on a detailed review of the earlier studies related to the concept of employees participation. A number of studies have been done on participative management. The present study aims to elaborate various aspects and thoughts relevant to role of worker participation in management. Naturally escalating employee participation is a long-standing practice, which demands both attention from organization side and initiative from the employee side.

**KEYWORDS:** Participative Management, Job Satisfaction, Commitment, Industrial Relation, Productivity, Quality of Work Life, EPM (Employee Participation Management)

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