

PDF - THE IMPACT OF EMPLOYEES PARTICIPATION IN DECISION MAKING AND ORGANIZATIONAL PRODUCTIVITY (A CASE STUDY OF ANAMMCO COMPANY ENUGU) - researchcub.info **ABSTRACT**

In centralized organization, employees are not allowed to participate in decision making. This is because, it is feared that they are not competent and as a result we contribute meaningfully in decision of the organization.

The essences of this project research are to access the impact employee's participation in ANAMMCO, Enugu and to ascertain the impact of employee participation in management decision of productivity of the organization.

The study was designed with descriptive survey method and library techniques and also questionnaire, interview and library materials where used in collecting data. A test technique was used in testing for reliability of the instrument.

Research question were posed and understated hypothesis tested chi-square method.

-Management staff means decision without pre and post discussion and consultation without employees.

-Management of ANAMMCO does not change decision when rejected by employees.

However, it was concluded accordingly: That management staff make decision with pre and post decision and consultation with employee.

That management of ANAMMCO changes decision when they are rejected by employee.

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## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 BACKGROUND**

It should be recalled that a decision is a choice by a person forms a conclusion about a situation, Costello, T.W and Zalkind, S.S (1963 P. 334), confined the term choice process, choosing one from among several possibilities. However, Decision theory in Costello, T.W et al (1963, P.387) largely considers decision as the process of making a single choice among courses of action at a particular point in time. This depicts a course of behaviour about what must be done or vice versa. Decision is however, the point at which plans, policies and objectives are translated into concrete action. Planning engenders decision guided by company policy and objectives and implies the selection from alternative, policies, procedures and programmes. The aim of decision making is to demand human behaviour towards a figure goal.

Decision-making is however, one of the most determined activities of management. It has been the preoccupation of all the management of multifarious organization ranging from small-scale organization to multinational corporations.

Managers many at times consider decision making to be heart of their job in that must always choose what is to be done, who will do it, when where and most of the time,. How it will be done.

Traditionally, managers influence the ordinary employees and specially, their immediate sub- ordinate in the organization.

This has resulted in managers making unilateral decision even in areas affecting their subordinates. In Germany, around 1951, a law was enacted which provides for code termination and requires labour membership in the supervisory board and executive committee of certain large corporation.

However, the participation of labour in decision making process resulted to relatively and peaceful labour management relations.

Additionally, the Japanese management uses decision by consensus in which lower level employees initiate the idea and submit it to the next higher –level unit it reaches the desk of the top executive. If the proposal is approved, it is returned to the initiator for implementation.

It is in this context, which the researcher wishes to assess the impact of the employee participation in decision on organizational productivity in Nigeria public sector organizations, using Anambra motor manufacturing company (ANAMMCO) as a case of study.

## **1.2 STATEMENT OF THE PROBLEM**

There has been a lot of controversy as to whether an employee should participate in managerial decision making or not. Some writers argued that employees should contribute in making decisions more especially where it affects them on their jobs. It is expected that such participation will serve as training and testing ground for future members of upper management.

In Nigeria, reports that refute the above assertion see the arrangement as a symptom of mal-organization. They maintained that, qualified, reasonably, honest and company oriented individuals are not available at these lower organizational levels. But, the big question is, are qualified individuals really available? All this underlay for an investigation study.

## **1.3 PURPOSE OF THE STUDY**

The general purpose of this empirical study is to assess the impact of employees' participation in managerial decision making in public sector organization in Nigeria with reference to Anambra motor manufacturing company (ANAMMCO).

The specific objectives are

1. To assess the impact of employee participation in management decision making in ANAMMCO.
2. To ascertain the impact of employee participation in managerial decision on productivity of the organization.
3. To make recommendations based on research findings.

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