



NTPC Road, Visakhapatnam Steel Plant, Visakhapatnam, Andhra Pradesh 531020.

Date:05-JAN-2022

CERTIFICATE

This is to certify that Mr G.SAI KUMAR (MBA- HRM) student of Avanathi Institute of Engineering And Technology, Tamaram, Makavarapalem, Narsipatnam Division, Visakhapatnam, A.P, Pin No.: 531113, India. Has pursued his Project Work on WORKERS PARTICIPATION IN MANAGEMENT in our Organization between 15-NOV-2021 to 15-DEC-2021.

During the period he was found very hard working and dedicated towards his work.

Anita Patnaik.V
Dy. Manager - HRM



A STUDY ON
"WORKERS PARTICIPATION IN MANAGEMENT"
WITH REFERENCE TO
NATIONAL THERMAL POWER CORPORATION
LIMITED (NTPCL)

A Project Report Submitted to
Jawaharlal Nehru Technological University, Kakinada
In Partial fulfillment for the Award of the Degree of
MASTER OF BUSINESS ADMINISTRATION

Submitted By
GENJLSAIKUMAR
(Regd. No: 20811E0005)

Under the Guidance of
P.PAVANI
Assistant Professor



DEPARTMENT OF MANAGEMENT STUDIES
AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY

(An NBA Accredited Institution)

(Approved by AICTE, Recognized by the Govt. of A.P. &

Affiliated to JNT University, Kakinada.)

Narsipatnam, Visakhapatnam.

(2020-2022)

DEPARTMENT OF MANAGEMENT STUDIES
AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY
NARSIPATNAM, VISAKHAPATNAM.



CERTIFICATE

This is to certify that the project "A STUDY ON "WORKERS PARTICIPATION IN MANAGEMENT" with reference to "NATIONAL THERMAL POWER CORPORATION LIMITED "(NTPCL)"", VISAKHAPATNAM, has been carried out by GENJI .SAIKUMAR under my guidance and the project report has not been submitted to any other university or institution any time before.


DR.LOVA BALUJI

(Head of the Department)


PRAVANI
(Project guide)


External Guide

1.3 OBJECTIVES OF THE STUDY

- To find the extent of effectiveness of participative forums.
- To the extent the employees are kept informed of the affairs of the NTPC.
- To the extent the employees are allowed to express their opinion on contribute to the management decisions.
- To encourage workers to accept responsibility.
- To improve quality of work life.
- To provide psychological satisfaction.
- To extent the management encourages the union's involvement.
- To secure mutual cooperation.
- To assess the relationship between employees, unions and employers.

L. Reichmann
COORDINATOR

5.1 SUMMARY

The workers participation in management crystallizes the concept of Industrial Democracy, and indicates an attempt on the part of an employer to build his employees into a team which works towards the realization of a common objective.

"It is a mental and emotional involvement of a person in a group situation which encourages him to contribute to goals and share responsibilities in them."

"Workers participation in management is a resounding phrase, bridging the past and the future. It echoes the millennial vision of 19th century thinkers while heralding the evolution of new forms of industrial organization under 20th century pressures. The word 'workers' participation' is plentifully supplied with ideas, institutions and opinions." "There are two basic ideas in the concept of workers participation in management: there are two groups of people in an undertaking (managers and workers) and there are two separate sets of functions to be performed (managerial and operative). Managerial functions are essentially those concerned with planning, organizing motivating and controlling, in contrast with "doing" or "operative" work. Memoriam defines it as a system of communication and consultation either formal or informal by which employees of an organization are kept informed about the affairs of the undertaking and through which they express their opinion and contribute to management decisions.

L. K. K. K.
COORDINATOR