



Supporting the Public Services Sector
for Establishing and Promoting EWCs

The importance of employee participation in the company

Being part of a company does not only imply going to the office every day, but it also implies being part of the organisation; this is something that the administrative body of the company has to take into account. Involving workers in the company's running means a greater commitment on their part, and in the end, this translates into an improvement in the company's results. On this occasion, we will dedicate this post to the importance of a company administration in which all employees participate in one way or another.

Participatory management stems from the idea of involving employees in the decision-making process. Feeling that we are valued in our jobs is a key element for productivity; recognition is something that any employee seeks when performing his or her duties. We have discussed before that it is not only the salary range that matters to employees, but often they are looking more for a job that motivates them. Therefore, from the employer's point of view, it is important to encourage employees' participation in the company, thus motivating employees and ultimately resulting in higher productivity for the company. Therefore, participative management means, on the one hand, the satisfaction of the employees' need for self-fulfilment and, on the other hand, the need to solve the problems that arise in the company.



Following a strategy that promotes employee participation does not mean that all problems are delegated to the employees, or on the contrary, unimportant problems; rather, it consists of the active involvement of the employees in identifying, analysing and solving problems that make it difficult to achieve the company's objectives.

Companies that follow a participatory management strategy can use different mechanisms to achieve this employee participation in the company. They can do this through a suggestion box through which workers can submit their ideas to improve the work situation; they can also do it through trade unions through which different working conditions can be modified; another way of managing managerial participation is through management by objectives which is a system for both managers and employees to set and review work performance objectives. Participatory management can also be carried out through committees, special task forces, works councils, etc. In addition, it can also be carried out through committees, i.e. groups of people in which workers at different levels participate.

