

Institutionalization Model of Workers' Participation in Management in Policy Making

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Abstract

The new proposed model is arranged with objective to get every drop of information with a synergistic approach so as to empower the healthy democratic representation in all spheres of management and workmen of the industries.

Keywords: *Participative Culture, Empathetic Behavior, Superfine Perfection, Experience Reckoning.*

1. Introduction

With growing needs and demands of the industrial expansion all over the globe the role of workmen in industry has increased significantly. The response from workmen have proven its' strong impact on the surface of the industry. The feedback mechanism is amalgamated with change agents which evolves a new model on modern managerial segment. A well said proverb supports the model that "An individual is best judge for oneself". With the same rationale the new model is proposed. As the workmen and other personnel know their own capacity and present situation very well. As well as they themselves only can express their problems, needs, developmental demands, professional safety, occupational hazards and their diversion and mitigation and other progressive facets of their day to day life.

2. Review of Literature.

Any healthy institution all around globe is neutral, committed to assist and help, unbiased and pro-mentoring in nature. The culture of any organization depends upon the behavior of working personnel.

With more and more participation the culture of company turns to be more "Participative Culture". As well as the feeling of belongingness and empathy develops in mindset of workmen. These feelings propagate the inner motivation

among workmen to work more dedicatedly and the same results into higher production and profitable output.

In order to make an absolute balance between workmen and management the proposed paradigm of "Institutionalization Model of WPM" is framed. This proposed model is in cyclic order and is segmented into three different parts consisting of total of nine steps.

2.1 PART "A" of "Institutionalization Model of WPM in Policy Making".

- a) Collection of Feedback from Workmen:- The response and the feedback from workmen is the most important information which can be further processed for developmental policies. But outmost care must be taken to collect the feedback so that maximum information can be gathered.
- b) Experience Reckoning count and Processing: - The day to day of working of workmen results into a lot of experience gaining of the workmen. These experiences can be very useful in making further developmental policies. Collection of Experience will result into huge stockpile of data. Many data may be useless or may have been suggested earlier. For the same with the processing the unwanted data must be separated out.
- c) Identification of Professional Hazards: - The workmen engaged in daily working activity can sense the movement of machineries and equipments very easily with their experience. With the early

identification of hazards the risks can be easily curtailed and curbed down as well as preparedness policies can be well formulated in anticipation. These keep a regular checks and balances to suppress all forms of risk at nascent level only.

- d) Suggestion for Feasible Steps to be adopted: - The suggestions from all the corners must be always welcomed. But only those suggestions must be accepted which are economically feasible and are also permissible as per law of Land.

2.2 PART “B” of “Institutionalization Model of WPM in Policy Making”.

- a) Feedback Processing:- From all the steps of Part “A” above stated the feedbacks must be directly and separately send to a common junction for feedback processing. The feedback processing will scrutinize the required feedback in form of data and will finally extract the required filtered information.
- b) Legal Audit:- The filtered feedback data must be then processed with scanning of legal audit. This is mandatory for satisfying the requirements of law of land, local and provincial ordinances and rules, to follow the laws as well as to check that any legal boundaries must not be crossed. And at the end it must also not go against International Organization, Conventions and Laws. Few examples of International Conventions and Laws are “International Labor Organization”, “Kyoto Protocol”, and “Copenhagen Summit 2009”.
- c) Social and Economic Impact Assessment:- Any organization directly or indirectly is dependent on society and environment as well as also responsible for both society

and environment. For the same it must be taken out most care that the policies going to get framed must not make any disturbance or imbalance towards society and environment.

- d) Policy Making: - With final analysis of all the steps the final policy making must be done.

2.3 PART “B” of “Institutionalization Model of WPM in Policy Implementation”.

- a) Policy Implementation: - The last step is for the final execution of policy framed. As well as with the policy execution the feedback box must also be connected. This is suggested to be done to make a complete cyclic rotation with regular frequency interval in organization.

The total cycle of work is from initial collection of feedback to final policy implementation is strongly recommended to be completed in duration of 30-45 days.

As well as this working of Institutionalization model must be exercised regularly with maximum gap duration of six months.

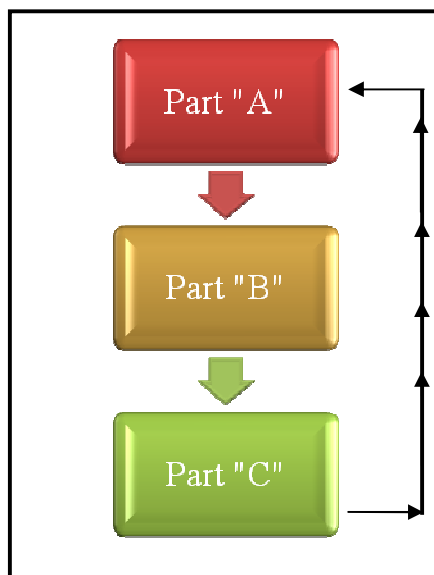
2.4 Expected Key Outcomes of “Institutionalization Model of WPM in Policy Making”.

The Expected Key Outcomes of “Institutionalization Model of WPM” are as follows:-

1. Higher Level of Participation.
2. Developmental and Progressive Change.
3. Internal Empowerment of Organization.
4. Strengthen of Healthy Industrial Democracy.

5. Enhancing the swift mechanism of Disputes Settlement.
6. Generation of more job opportunities in various stages of the "Institutionalization Model of WPM".
7. Regular updating of the Professional Work Environment for strengthening and expansion of organization.
8. Creation of "Empathetic Behavior" and generation of "Feeling of Belongingness" among workmen towards the company.
9. Enhancing of more dedication and motivation among workmen towards their work as well as their parent company too.

3. A Diagrammatic Representation of "Institutionalization Model of WPM in Policy Making".



4. Conclusion and Recommendation for "Institutionalization Model of WPM in Policy Making".

The following are a few proposed recommendations for swift implementation and empowering of the "Institutionalization Model of WPM in Policy Making":-

- 1) Institutionalization model of WPM must be made mandatory at every industry which involves large manpower in form of workmen, personnel as well as executive.
- 2) The working members of Institutionalization Model of WPM must be picked from every portfolio of the organization. This will segregate the various expertises on a single Platform with dissemination of successful outcome with "Superfine Perfection" as a healthy symbol of Industrial Heritage.

References

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