After the Keynesian economic revolution it has been realised that State participation is inevitable in the economic transformation of a country. This is more true for a country like India that expresses it conviction in the establishment of public enterprises to achieve the avowed aim of industrial development. Industrialisation besides, a host of factors depend largely on the attitude of labour force especially when the country is adopting labour intensive devices of production. The Industrial Policy Resolutions in India clearly opt for the development of public sector units in the country for the speedy industrialisation and assume Indian workers their due by adopting policies conducive to generate healthy industrial relations between management and workers. One of such aspect is workers participation in the managerial functions of public enterprises. "Public enterprises which are regarded as modal employers, are expected to
play the role of pace setters and trend setters in this direction. However, the magnitude of the importance of workers' participation in management cannot be over-emphasised. It is heartening to note that workers participation in management has been given a full trial in public sector enterprises in India.

The present study makes an attempt to explain the various intricacies attached to the scheme of workers' participation in management in Hindustan Insecticides Ltd. where it was started in 1959. This scheme of participation has been instrumental in creating conditions of higher productivity and better employee-management relations (EMR). The thesis has been divided into seven chapters, namely Dynamics of the Concept of Workers Participation in Management, Socio-economic Significance of the Concept of Workers Participation, Workers Participation in Foreign Countries (UK, France, West Germany, Poland, Yugoslavia, Israel and Japan), Historical Retrospect of Workers Participation in India, Workers Participation in Indian Public Enterprises, A Case Study of Hindustan Insecticides Ltd., and
Conclusion and suggestions.

Chapter-I deals with the genesis and evolution of workers participation in management concept and traces the present status accorded to the workers of the modern industries in the wake of workers' participation.

Chapter-II discusses about the validity of the concept of workers participation in management through various models such as economic, political, behavioural sciences and conflict models. It is further noted that workers participation is essential in almost all types of industrial undertakings of the countries belonging to the Third World.

Chapter-III is devoted exclusively to the origin and development of the scheme of participative management in various highly developed countries of the world with special reference to UK, France, West Germany, Poland, Yugoslavia, Israel and Japan. A part of the chapter deals with the important question as to how workers' participation in management can be adopted keeping in view the various socio-economic and political conditions of the country.
Chapter IV highlights the Historical Perspective of the growth and development of workers participation in Indian industrial set up. Workers participation started in Indian industries as a statutory necessity in the form of works committees (W.Cs.) in 1947 and ultimately assumed a voluntary status through Joint Management Councils (JMCs.) in 1957.

Chapter-V purports to the working of the scheme of workers' participation in management in public enterprises in India. In this chapter an empirical study of the working and implementation of workers participation in management has been attempted and a critical appraisal of the same is made.

Chapter-VI is meant to evaluate the working of the scheme of workers' participation in management in Hindustan Insecticides Limited as it is one of the vital organisation of public sector units of India. The working of Hindustan Insecticides Ltd. has been made on the basis of original data collected by the researcher from the various sources. The information has been classified and converted into suitable tabular forms to deduce inferences of values.
This case study of Hindustan Insecticides Ltd. (HIL) enables to show that workers participation has provided beyond doubt a successful proposition for the smooth functioning of the unit. Since the inception of the scheme in the said unit in 1959 a positive attitude of management and workers towards the scheme of workers' participation in management has been possible.

Chapter-VI summarises the findings and presents suggestions on the aspect covered in the study.

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