CHAPTER - 6

CONCLUSION

The purpose of the study is to know the impact of workers’ participation on performance and productivity of ceramics industry in India. Actually the scheme of WPM works in ceramics companies. For improving the firms performance ceramics companies allow workers in the decision making process with management for the welfare of workers. The results of the study indicate that there is a moderate relationship exists between productivity and job satisfaction. The productivity and industrial democracy and peace have also moderate degree of relationship. But the relationship between productivity and performance is low. But these variables have a positive relation between them.

The study is conducted on top ten ceramics companies of India. Workers are considered for the study. The necessary information was collected with the help of questionnaire. The questionnaire was developed on likert scale by the researcher to collect the data. On the basis of collected data results should be concluded.

In the study WPM is considered as independent variable and the others namely: performance, productivity, industrial democracy and peace and job satisfaction of workers are considered as dependent variable.

Both primary as well as secondary data considered for the study. Secondary data is used as a base for selecting the sample. And primary data was collected with the help of questionnaire to reach at conclusion. Various statistical tools were used to analyse the data and reach at the conclusion. Frequency, Descriptive statistics, Anova, Correlation is the tools used in analysing the data.

The results concluded the level of participation of workers’ in ceramics companies. Mostly the participation of workers is allowed in the organisation in the form of work council and suggestion schemes. According to 54% respondents of selected ceramics companies say that they are allowed in the committees in the form of work council and 36.8% agreed on suggestion schemes. Each company installed a suggestion box in the plant. Every employee have right to use the box. The suggestion box was under the guidance of human resource manager. They meet (management and workers
representatives both) weekly or monthly to discuss the problems considering the box suggestions. The participation is done at the middle and lower level with the management. 54% respondents were agreed on this statement. 68% respondents say that management and workers meets weekly for the welfare of workers. If the workers have any problem regarding work they discuss it with the management. Management is always ready to solve their problems. Workers freely express their opinion in the committee and take decisions jointly. Management provide opportunities to workers so that they achieve their targets on time. With the committee decisions workers are satisfy and do work jointly for their benefits. At present work council and suggestion scheme was established and functions in the ceramics industry.

In the committee representatives of both parties function and take decision or the welfare of workers. 70.6% respondents say that the decision in the committee was taken by both parties jointly. According to 63.2% respondents the decision related to welfare of workers were taken jointly. Both parties discuss the problems and management also take suggestions from workers for the better result. This feel worker as an important part of the enterprise.

The independent variable has a significant impact on dependent variable. The p value is less than .05. It indicates that WPM has a significant impact of industrial democracy and peace. The p value of performance is also less than .05 and shows a significant impact of independent variable on dependent variable. The productivity is directly linked with participation. Participation of workers helps in improving their productivity. The p value is .029. The opportunities provided by the management to their workers also significant. P value is .000 shows that with their participation in management makes workers motivated and always do their best for the organisational growth. Various factors of job satisfaction have also p value less than .05. It indicates that wpm has significant impact on job satisfaction of workers.

In the success of ceramics company one of the leading factor is WPM. Because in all the selected ceramics companies participation of workers are allowed. They provide all the facilities to their workers in which WPM is also an important factor. 94% respondents are strongly agreed on that management can provide opportunities to workers to achieve their targets. Management can provide various benefits to workers
so that they can work efficiently. 53.6% respondents agreed with management that they both jointly take decisions on salary of workers. Ceramics companies can consider his workers while taking decision on the remuneration and other benefits of workers. According to the result 36.8% respondents agrees that management seeks ideas from workers for the growth of the organisation. Company can also provide a better working environment for the safety of the workers. 45.4% respondents are strongly agreed with that. All facilities are provided by management to workers at the work place. Management consider them in the committee. 62% Workers agreed that they can freely express their opinion in the committee. Management listen their opinions and if thinks perfect then they also consider their opinion in the final decisions. 47% workers are satisfy with the working of committee members. 31% respondents were neutral on satisfaction of salary and perks provided by the organisation to them.

From the study researcher found that WPM works practically in the ceramics companies. Ceramics companies consider WPM in their organisation. From the last five years the companies profit rate is increasing. The production of the organisation also improved. Some percent of share goes to workers also. Because if they were not considered as an important part of the organisation, not provide them better facilities, then companies not be succeed. In the growth of ceramics companies Wpm plays a very important role. Now in today’s era every one knows about the importance of human resource. That’s why it consider very fruitful for the organisation.

With WPM ceramics companies enjoy a peace within the organisation. Workers were satisfy with their job because they consider in the council. According to workers they get more salary and perks as compared to other companies. They don’t want to leave the organisation. The overall result shows that WPM has a significant impact of performance and productivity of ceramics industry.

**Limitations of the study:**

- The study does not cover all the factors of dependent variables. Only few factors are taken to study the aspects. On the basis of certain factors the study concluded the results. For further study various factors were taken so that no biasness came in the results.
• The sample size is not sufficient enough to reflect the factual image of the ceramics companies in India. The ceramics industries were divided into organised and unorganised sector. More than 800 companies are included in India. Researcher only takes top ten ceramics companies.

• Management was not allowed in the study. Only workers were allowed. The performance of workers was analysed by the management. Mgt. easily and truly analyse the workers performance and productivity. They can show the true picture of workers. This is the limitation of the study not including mgt. For further study it should be possible to analyse workers performance and productivity with the help og mgt. In the organisation.

• Workers are not divided into parts. All type of workers included in the study. If workers are divided then it makes a better analyses.

• The data which was obtained from the companies workers was only in the form of consultative participation. If we take direct form of participation then better results were found about the performance and productivity of the company.

**Contribution of the study:**

This study shows the researcher’s efforts to understand the relationship among workers participation in management, job satisfaction, performance, productivity, industrial peace and democracy in the ceramics industry in India.

This study contributes information regarding workers participation in the ceramics industry in India. And also shows the impact of WPM (independents variable) on job satisfaction, performance, productivity, industrial peace and democracy (dependent variable) in the selected ceramics companies.