

The effect of employee participation in decision making on corporate performance. (A Study of Selected Banks in South- South Nigeria)

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Keywords

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Abstract

Improved corporate performance measured in terms of profits, asset base, shareholders returns, product quality, market share and employee welfare, etc ranks top among the priorities of many contemporary organizations. To achieve these, most Chief executives lay emphasis on designing and implementing various corporate strategies which; in some cases are successful while others fail. Sadly, often employees are left out of the picture when deciding how to achieve these objectives. The non- involvement of employees in the decision-making process could lead to job dissatisfaction which may eventually result to loss of man hours, employee turnover and low productivity among others that may adversely affect the fortunes of organizations. The need to examine the extent to which participatory management could influence corporate performance therefore becomes imperative. The study employed a survey research design and used multiple regression statistics in analyzing the data. The result indicates that there is a significantly positive relationship between direct employee participation in decision making and corporate performance, followed by assigning skilled employees challenging responsibilities and creation of enabling environment for ultimate performance. It was recommended among others that management of organizations should restructure their decision-making system to incorporate employee representatives, should not limit their involvement to only matters concerning employee welfare and there should be regular consultations and meetings between management and employees.
