

Employee Participation: Essential in Achieving Organizational Goals

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Abstract. *In all types of organisations, employees are regarded as the assets. These are required to utilise their educational qualifications, skills, and abilities in achieving organisational goals and leading to the upgradation of the overall structure of organisations. Hence, individuals in leadership positions should encourage employee participation in various activities. Employee participation will facilitate stimulating their mindsets towards the implementation of tasks and activities. Furthermore, they will lead to an upgrade in motivation and concentration levels towards implementing various tasks and activities. They need to inculcate the traits of morality, ethics, diligence and conscientiousness. These traits facilitate doing well in one's job duties, generating desired outcomes, and lead to the upgradation of the overall structure of the organisation. Furthermore, individuals will make a significant contribution to meeting the expectations of those in leadership positions. In addition, they will put in their best efforts to overcome all the dilemmas and challenging situations. Furthermore, these are prevented from giving rise to barriers within the course of implementing different types of job duties and responsibilities. Therefore, it is well understood that employee participation is essential in achieving organisational goals. The main concepts considered in this research paper are understanding the meaning and significance of employee participation, measures to be implemented for enhancing employee participation, and the advantages of promoting such enhancement.*

Keywords: *Employee, Enhancement, Job Duties, Methodologies, Organizations, Participation, Skills, Up-gradation*

I. INTRODUCTION

The organisations are of different types, including educational institutions of all levels, training centres, financial institutions, production and manufacturing organisations, service organisations, agencies, non-governmental organisations, and so forth. In all types of organisations, human resources are regarded as a valuable asset. They are required to utilise their educational qualifications, skills, and abilities to excel in their job duties, achieve desired goals and objectives, and contribute to the overall improvement of the organisation's structure (Elium, 2019) [1]. Furthermore, one needs to ensure that they are not harbouring any negative feelings due to factors within the working environment.

In addition, it is of utmost significance for all members to lead to the upgradation of motivation and concentration levels towards the implementation of tasks and activities. As a consequence, all members will make an essential contribution to meeting the expectations of individuals in leadership positions. Therefore, human resources must utilise their educational qualifications, skills, and abilities effectively. In various types of organisations, human resources are responsible for implementing different job duties and responsibilities. Some of these include production, manufacturing, office jobs, marketing, fieldwork, report preparation, teaching, and instructing, among others. In all types of jobs, it is of utmost significance for them to be well-equipped in terms of different kinds of job duties and responsibilities. Furthermore, they are required to augment information on ways to carry these out in a well-organised and disciplined manner (Erskine, 2013) [2]. One of the crucial aspects that needs to be taken into account is that all types of measures must be implemented in a manner that is both morally and ethically sound. In other words, positivity needs to be reinforced in various ways. All members must ensure that they undertake multiple tasks and activities in accordance with the expectations of individuals in leadership positions. In this manner, they contribute to the upgradation of the overall organisational structure. Therefore, it is understood on a comprehensive basis that possession of adequate information in terms of these will facilitate the feeling of job satisfaction.

A. Understanding the Meaning and Significance of Employee Participation

Throughout their jobs, all members, regardless of their job positions in the hierarchy, need to be well-equipped in terms of various methodologies and procedures. These refer to the ways of performing well in one's job duties, achieving desired goals and objectives, and leading to the upgradation of the overall structure of the organisation. Furthermore, one will be able to render an essential contribution in meeting the expectations of individuals in leadership positions. The various types of methodologies and procedures can be complicated and manageable. Furthermore, these tasks can be implemented in a shorter amount of time or be less time-consuming, and they can be carried out independently or through collaboration and integration with other team members. One needs to acquire a thorough understanding of the concepts and engage in regular practice to develop proficiency. Regular practice will enable individuals to enhance their knowledge and experience in various areas.

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Hence, to enhance one's career prospects, all members must be well-equipped in terms of various methodologies and procedures. Therefore, individuals can gain a more comprehensive understanding of the meaning and significance of employee participation by supplementing their information with multiple methods and approaches. With advancements taking place and the advent of modernisation and globalisation, it is necessary for individuals from all fields to be well-equipped in terms of various pioneering methods and materials. As a consequence of being well-informed in terms of these, one will be carrying out tasks and activities in a well-organised manner. The different types of pioneering methods and materials include the utilisation of graphs, charts, maps, models, structures, designs, images, pictures, tools, devices, apparatus, equipment, and various types of technologies. Individuals are required to be well-informed about the effective use of these methods. Furthermore, these need to facilitate the achievement of organisational goals and promote the enhancement of the organisation's overall structure. One needs to acquire a thorough understanding of the concepts and engage in regular practice to develop proficiency. The regular practice will enable individuals to enhance their knowledge and understanding of various types of pioneering methods and materials. One of the crucial aspects that needs to be taken into account is honing one's confidence levels. Furthermore, one must overcome feelings of apprehension and vulnerability. Hence, to enhance one's career prospects, all members must be well-equipped in terms of various methodologies and procedures. Therefore, one can acquire an understanding of the meaning and significance of employee participation when different types of pioneering methods and materials are utilised. Within the course of implementing various job duties, some are executed individually, while others are implemented through coordination with other team members. Hence, it is of utmost importance for all members to develop a mutual understanding among themselves. Although there are specific job duties that are implemented on an individual basis, others require the exchange of diverse ideas and viewpoints. Furthermore, one will be able to obtain answers to all kinds of overwhelming questions and clarify their doubts regarding various subjects and concepts. All members are required to be well-informed about multiple techniques, which will facilitate reinforcing pleasantness in their interactions and relationships with other members. As a consequence, there will be an upgrade in motivation and concentration levels towards carrying out various tasks and activities. Furthermore, one will render a significant contribution in meeting the expectations of individuals in leadership positions. In this manner, one will experience job satisfaction and retain their job. Therefore, an understanding of the meaning and significance of employee participation is acquired when mutual understanding is developed among members.

B. Measures to be Put into Operation in Promoting the Enhancement of Employee Participation

Individuals in leadership positions have the primary responsibility to ensure that human resources are recruited and managed effectively. As a consequence of having job vacancies within the organisation, they need to ensure that the

right individuals are recruited into the correct positions at the right time. The job duties of recruitment and selection are required to be carried out satisfactorily (Fransson, n.d.) [3]. When carrying out recruitment and selection duties, several key factors must be considered, including educational qualifications, competencies, abilities, aptitude, personality traits, and work experience. Furthermore, they are provided with training in various aspects of the organisation.

In addition, one needs to augment information with various types of measures to promote employee participation enhancement. The various types of methodologies and procedures can be complicated and manageable. Furthermore, the measures are implemented in a shorter amount of time or are less time-consuming, and these are carried out either independently or through collaboration and integration with other members. All types of measures must be implemented positively. Therefore, measures to be put into operation in promoting the enhancement of employee participation are stated as follows:

C. Being Well-informed in Terms of Job Duties and Responsibilities

In various types of organisations, human resources are responsible for implementing different job duties and responsibilities. Some of these include production, manufacturing, office jobs, marketing, fieldwork, report preparation, assignment completion, project management, teaching, and instructing, among others. In all types of employment settings, it is of utmost significance for them to be well-equipped in terms of different kinds of job duties and responsibilities. Furthermore, they are required to augment information on ways to carry these out in a well-organised and disciplined manner. One of the crucial aspects that needs to be taken into account is that all types of measures must be implemented in a manner that is both morally and ethically sound. In other words, positivity needs to be reinforced in various ways. The positivity facilitates the generation of desired outcomes. All members must ensure that they fulfil the various job duties and responsibilities as expected by individuals in leadership positions. In this manner, they contribute to the upgradation of the overall organisational structure. Therefore, being well-informed about job duties and responsibilities is regarded as one of the essential measures to promote employee participation.

D. Being Well-equipped in Terms of Methodologies and Procedures

Throughout their jobs, all members, regardless of their job positions in the hierarchy, need to be well-equipped in terms of various methodologies and procedures.

These refer to the ways of performing well in one's job duties, achieving desired goals and objectives, and leading to the upgradation of the overall structure of the organisation. Furthermore, one will be able to render an essential contribution in meeting the expectations of individuals in leadership positions. The various types of methodologies and procedures can be complicated and manageable. Furthermore, these tasks can be implemented in a shorter amount of time or be less time-consuming, and they can be carried out independently or through collaboration and integration with other team members. One needs to acquire a thorough understanding of the



concepts and engage in regular practice to develop proficiency. Regular practice will enable individuals to enhance their knowledge and experience in various areas. Hence, to improve one's career prospects, all members must be well-equipped in terms of multiple methodologies and procedures. These need to be implemented in a morally and ethically sound manner. Furthermore, it needs to be ensured that these are facilitating the generation of desired outcomes. Therefore, being well-equipped in terms of methodologies and procedures is one of the significant measures to be implemented in promoting employee participation enhancement.

E. Utilizing Modern, Scientific and Innovative Methods and Materials

With advancements taking place and the advent of modernisation and globalisation, it is necessary for individuals from all fields to be well-equipped in terms of various modern, scientific, and innovative methods and materials. As a consequence of being well-informed in terms of these, one will be carrying out tasks and activities in a well-organised manner. The different types of these methods and materials include the utilisation of graphs, charts, maps, models, structures, designs, images, pictures, tools, devices, apparatus, equipment, machinery, and various types of technologies. Individuals are required to be well-informed about the effective use of these methods. Furthermore, these need to facilitate the achievement of organisational goals and promote the enhancement of the organisation's overall structure. One needs to acquire a thorough understanding of the concepts and engage in regular practice to develop proficiency. The regular practice will enable individuals to enhance their knowledge and understanding of various modern, scientific, and innovative methods and materials. One of the critical aspects is that one needs to hone one's confidence levels. Furthermore, one must overcome feelings of apprehension and vulnerability. Hence, to enhance one's career prospects, all the members must be well-equipped in terms of different types of these methods and materials. Therefore, utilising modern, scientific, and innovative methods and materials is an expedient measure to promote employee participation.

F. Forming Cordial and Amiable Terms and Relationships with others

Within the course of implementing various job duties, some are executed individually, while others are implemented through coordination with other team members. Hence, it is of utmost significance for all the members to form cordial and amiable relationships with each other. Although there are specific job duties that are implemented on an individual basis, others require the exchange of diverse ideas and viewpoints. Furthermore, one will be able to obtain answers to all kinds of overwhelming questions and clarify their doubts regarding various factors. Additionally, one can obtain help from others in overcoming setbacks. All members are required to be well-informed about multiple techniques, which will facilitate reinforcing pleasantness in their interactions and relationships with other members. As a consequence, there will be an improvement in motivation and concentration levels towards fulfilling various job duties and responsibilities. Furthermore, one will render a significant contribution in meeting the expectations of individuals in leadership positions. In this manner, one will experience job

satisfaction and retain their job. Therefore, forming cordial and amiable relationships with others is an essential measure to promote employee participation.

G. Leading to Up-gradation of Training and Development Programs

When human resources are recruited within organisations, they are required to enrol in training and development programs. The main objective of these programs is to impart information on various aspects of organisations, including mission, goals, objectives, job duties, responsibilities, methodologies, procedures, techniques, approaches, departments, personnel, infrastructure, amenities, facilities, and overall organisational structure. The trainers are required to utilise various methodologies and procedures that facilitate the augmentation of information in terms of different factors among trainees. In other words, effective training methods and materials are required to utilise these effectively. The different types of training methods include the lecture method, vestibule training, case studies, simulation, fieldwork, role-playing, and so forth. The trainers are required to ensure that they facilitate individuals in performing their job duties effectively, achieving desired goals and objectives, and leading to the upgradation of the overall organisational structure. One of the crucial aspects that needs to be taken into account is that trainees are well-prepared. Furthermore, they can contribute efficiently to the enhancement of organisational culture. Additionally, an upgrade will be implemented in the overall structure of the organisation. Therefore, upgrading training and development programs is a recognised measure to enhance employee participation.

II. HONING ANALYTICAL AND CRITICAL-THINKING SKILLS

All members, regardless of their job positions in the hierarchy, need to emphasise honing their analytical and critical-thinking skills. These are the skills that facilitate the performance of specific job duties and responsibilities.

Furthermore, when implementing different types of methodologies and procedures, one needs to utilise these skills. Analytical skills facilitate the analysis of various alternatives and options. On the other hand, critical-thinking skills facilitate the implementation of rational, logical, and methodical thinking. Hence, throughout the job duties of the individuals, they are required to lead to the upgradation of analytical and critical-thinking skills. These are the skills that facilitate doing well in one's job duties and generating desired outcomes. All members are required to be well-informed about various techniques that will help reduce the reinforcement of these skills. As a consequence, there will be an improvement in motivation and concentration levels towards fulfilling multiple job duties and responsibilities. Furthermore, one will render a significant contribution in meeting the expectations of individuals in leadership positions. One of the critical factors is that individuals will contribute efficiently to generating the desired outcomes. In this manner, one will experience job satisfaction and retain their job. Therefore, honing analytical and critical thinking skills is a notable measure to enhance employee participation.



A. Making Wise and Productive Decisions

Making wise and productive decisions is regarded as one of the primary tasks that individuals in leadership positions are required to undertake. The various factors that need to be considered when making decisions include job duties, responsibilities, methodologies, procedures, techniques, approaches, departments, personnel, infrastructure, amenities, facilities, training and development programs, recruitment and selection methods, and the overall organisational structure. To implement this task effectively, it is necessary to conduct a thorough analysis of all alternatives and options. After the analysis is undertaken, the most feasible and worthwhile alternative or option is selected. Hence, analytical skills facilitate the study of all types of choices and options available. On the other hand, critical-thinking skills facilitate the implementation of rational, logical, and methodical thinking. Hence, individuals in leadership positions are vested with the authority and responsibility of making informed and productive decisions regarding various factors. Furthermore, one needs to ensure that these initiatives facilitate the achievement of organisational goals and lead to the upgradation of the overall organisational structure. Additionally, one will make an essential contribution to making wise and productive decisions. Therefore, making wise and productive decisions is a crucial measure to implement in promoting employee participation enhancement.

B. Managing Resources in an Effective Manner

Individuals in leadership positions are required to manage resources effectively. The different types of resources that need to be managed are financial, human, technical, material, and information resources. Financial resources refer to the monetary resources. These are essential in fulfilling different types of needs and requirements. Human resources are the personnel. They are required to utilise their educational qualifications, skills, and abilities effectively. Technical resources encompass a wide range of technologies, including computers, laptops, iPads, scanners, printers, photocopiers, and audio-visual aids, among others. Material resources are tools, devices, apparatus, machinery, equipment and gear. Information resources encompass a wide range of materials, including books, articles, reports, projects, newspapers, magazines, and other print and digital reading materials, as well as the internet. Throughout the implementation of various job duties and responsibilities, different types of resources must be utilised satisfactorily. To excel in one's job duties, achieve organisational goals, and contribute to the overall structure of the organisation, it is essential to ensure that all types of resources are managed effectively. Individuals in leadership positions are responsible for formulating specific laws and rules that facilitate effective resource management. Furthermore, it is essential to prevent wastage. Therefore, managing resources effectively is a meaningful measure to implement in promoting employee participation.

C. Providing Infrastructure, Amenities and Facilities

Individuals need to make provisions for infrastructure, amenities, and facilities. The various types of infrastructure, amenities, and facilities include power supplies, water

supplies, restrooms, clean drinking water, heating and cooling equipment tailored to weather conditions, communication networks, transportation facilities, ramps, elevators, furniture, buildings, and overall environmental considerations. As a consequence of making these available, one can expect an upgrade in motivation and concentration levels towards implementing various types of tasks and activities. Furthermore, one will be able to perform well in their job duties, achieve organisational goals, and contribute to the overall improvement of the organisation's structure.

Furthermore, it is essential to ensure that all types of infrastructure, amenities, and facilities are managed effectively and satisfactorily. Individuals in leadership positions are responsible for formulating laws and rules that facilitate the effective management of various types of infrastructure, amenities, and facilities (Goldby, n.d.) [4]. Additionally, it is essential to prevent wastage. Hence, it is necessary to ensure that various types of infrastructure, amenities, and facilities are managed effectively and efficiently. Therefore, providing infrastructure, amenities, and facilities is a worthwhile measure to promote employee participation.

III. CREATING AN AMIABLE ENVIRONMENT WITHIN THE WORKPLACE

Creating an amiable environment within the workplace is regarded as one of the primary goals of individuals across all job positions in the organisation's hierarchy. To achieve this goal, various factors need to be taken into account, i.e. implementing effective communication processes; making wise and productive decisions in terms of multiple factors;

Being well-informed in terms of job duties and responsibilities; being well-equipped in terms of methodologies and procedures; utilizing modern, scientific and innovative methods and materials; inculcating the traits of morality and ethics; implementing the qualities of diligence, resourcefulness and conscientiousness; taking out sufficient amount of time for all tasks and activities; putting in efforts to one's best abilities; possessing the capabilities to work under stress and forming cordial and amiable terms and relationships with other members.

As a consequence of acknowledging and implementing all these factors, one will make an essential contribution to performing one's job duties effectively, achieving organisational goals, and leading to the upgradation of the overall structure of the organisation. Furthermore, one will be able to contribute efficiently to honing the organisational culture. Therefore, creating a harmonious environment within the workplace is a crucial measure to promote employee participation.

A. Advantages of Promoting the Enhancement of Employee Participation

Individuals in all job positions within the organisation's hierarchy need to emphasise various factors and areas that contribute significantly to promoting employee participation (Greenberg, 2012) [5]. The various types of tasks and activities must be implemented in a disciplined and satisfactory manner. Furthermore, positivity needs to be reinforced in these.



Additionally, all members must be well-informed about the benefits of promoting employee participation enhancement. The different types of advantages include augmenting skills and abilities, carrying out job duties and responsibilities in a well-organised manner, meeting the expectations of individuals in leadership positions, inculcating the traits of morality, ethics, diligence, and conscientiousness, and promoting the enhancement of organisational culture. These are stated as follows:

B. Augmenting Skills and Abilities

Individuals in all job positions within the organisation's hierarchy need to emphasize enhancing their skills and abilities. The various types of skills include communication skills, decision-making skills, analytical skills, critical thinking skills, problem-solving skills, technical skills, creative skills, leadership skills, negotiation skills, personal skills, professional skills, presentation skills, intellectual skills, artistic skills, public speaking skills, and time management skills. On the other hand, abilities, which need to be honed are, convincing, persuasion, planning, organizing, recruiting, directing, controlling, co-ordinating, emotional intelligence, systems thinking, possessing the abilities to work under stress, putting in efforts to one's best abilities, coping with different types of dilemmas and challenging situations effectively and carrying out all kinds of job duties and responsibilities in a satisfactory manner. Furthermore, one will contribute efficiently to meeting the expectations of individuals in leadership positions. Additionally, contributing to job satisfaction and retention will also enhance one's overall well-being. Therefore, augmenting skills and abilities is regarded as one of the indispensable advantages of promoting employee participation enhancement.

C. Carrying out Job Duties and Responsibilities in a Well-organised Manner

In all types of employment settings, it is of utmost significance for them to be well-equipped in terms of different kinds of job duties and responsibilities. Furthermore, they are required to augment information with various strategies for carrying these out in a well-organised and disciplined manner. One of the crucial aspects that needs to be taken into account is that all types of strategy must be implemented in a morally and ethically sound manner. In other words, positivity needs to be reinforced in various ways. The positivity facilitates doing well in one's job and generating desired outcomes. All members must ensure that they fulfil multiple job duties and responsibilities to the expectations of individuals in leadership positions. This is facilitated through honing motivation and commitment levels. Hence, when participation is enhanced, one will carry these out in a satisfactory manner. Therefore, carrying out job duties and responsibilities in a well-organised manner is one of the significant advantages of promoting employee participation.

D. Meeting the Expectations of Individuals in Leadership Positions

As a consequence of promoting employee participation, members will make a significant contribution to meeting the

expectations of individuals in leadership positions. The different types of job duties and responsibilities will be implemented in a manner that ensures individuals in leadership positions are satisfied with the job performance of their team members. As a consequence, one will be able to contribute efficiently to improving their methodologies and procedures. Furthermore, one will be able to contribute efficiently to enhancing their career prospects. Employees need to ensure they are well-prepared. In addition, one will have to inculcate the traits of morality, ethics, diligence and conscientiousness. These traits facilitate coping with different types of setbacks. Furthermore, one will be able to contribute efficiently in performing job duties and achieving desired goals and objectives. Hence, it is understood on a comprehensive basis that leaders will be satisfied with enhanced job performance of the individuals. Therefore, meeting the expectations of individuals in leadership positions is a significant advantage of promoting employee participation.

E. Inculcating the Traits of Morality, Ethics, Diligence and Conscientiousness

To do well in one's job duties, achieve desired goals and objectives and lead to the up-gradation of the overall structure of the organisations, it is of utmost significance to inculcate the traits of morality, ethics, diligence and conscientiousness.

Throughout one's job, one needs to acknowledge the meaning and significance of these traits. These are the traits, which are facilitating in differentiating between various types of appropriate and inappropriate factors; augmenting information in terms of multiple kinds of subjects and concepts; conducting research through utilizing various sources; reinforcing the traits of honesty, efficiency and truthfulness; putting in efforts to one's best abilities; possessing the capabilities to work under stress; coping with various types of dilemmas and challenging situations; not possessing any types of negative feelings in terms of anybody; reinforcing a constructive approach and carrying out different types of job duties and responsibilities in a satisfactory manner. As a consequence of enhancing job performance, all the members will be able to acknowledge and implement these traits. Therefore, inculcating the traits of morality, ethics, diligence, and conscientiousness is a significant advantage of promoting employee participation.

F. Promoting Enhancement of Organizational Culture

Promoting the enhancement of organisational culture is regarded as one of the primary goals of all individuals, regardless of their job position in the organisational hierarchy. To augment organizational culture, there are certain factors, which need to be taken into account, i.e. honing communication skills and interactive abilities; making wise and productive decisions; differentiating between various types of appropriate and inappropriate factors; augmenting information in terms of multiple kinds of subjects and concepts; conducting research through utilizing various sources; reinforcing the traits of honesty, efficiency and truthfulness; putting in efforts to one's best abilities; coping with multiple types of dilemmas and challenging situations;



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reinforcing a constructive approach and carrying out different types of job duties and responsibilities in a satisfactory manner. As a consequence of enhancing job performance, all the members will be able to acknowledge and implement these factors. One of the critical aspects is that all members and the overall structure of the organisation must approve these factors. Therefore, promoting organisational culture enhancement is a notable advantage of encouraging employee participation.

IV. CONCLUSION

Employees are assets in all types of organizations. Measures to be put into operation in promoting enhancement of employee participation are, being well-informed in terms of job duties and responsibilities, being well-equipped in terms of methodologies and procedures, utilizing modern, scientific and innovative methods and materials, forming cordial and amiable terms and relationships with others, leading to up-gradation of training and development programs, honing analytical and critical-thinking skills, making wise and productive decisions, effectively managing resources, providing infrastructure, amenities and facilities and creating amiable environment within workplace. The advantages of promoting employee participation include enhancing skills and abilities, executing job duties and responsibilities in a well-organised manner, meeting the expectations of individuals in leadership positions, instilling moral, ethical, diligent, and conscientious traits, and fostering organisational culture enhancement. Finally, it can be stated that the enhancement of employee participation facilitates the upgradation of organisations.

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