PARTICIPATIVE MANAGEMENT & ORGANIZATIONAL COMMITMENT
(A CASE STUDY ON JUTE MILLS IN WEST BENGAL)

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ABSTRACT
The problems of Industrial Relations and the methods for maintenance of ideal shop floor conditions have assumed new dimension in the perspective of a developing economy. As a developing economy cannot remain indifferent towards Labour Capital Relations, through analysis of different aspects of the problem have engaged the attention of the scholars. In our country also many commendable works on this subject have enrich our knowledge. Curiously enough, hardly any attempt has been made in details to study the Impact of Participative Management & Organizational Commitment in the state of West Bengal. The present treatise is an attempt to cover up this hitherto in trodden field and as such may claim to be the first kind for this state.

The term Organizational Commitment is a very wide range. It embraces within its field the vital questions of Welfare of Worker & Management. Thus the problem may be studied in many facts each of which play a significant part for harmonious growth. We had therefore to be contented with the enumeration and analysis of certain major aspect of the problem. It is clear from the study that it is high time now to revamp the Jute Mills policies and strategies so as to give importance to employee satisfaction.

KEY WORDS: maintenance, problem