

A Study of Worker Participation in Management Decision Making Within Selected Establishments in Lagos, Nigeria

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ABSTRACT This paper is concerned with an investigation of the existing level of worker participation in management decision making within the Nigerian work environment. The study involved a survey in which a total of two hundred and twenty seven (217) non management employees drawn from two work organizations in Lagos (Flour Mills Nigeria Plc and Niger Insurance Plc) were used as subjects. Interview schedule and in-depth interview were the main research techniques adopted for data collection while percentage distribution and chi-square statistical techniques were used to analyze the data collected for the study. Results show that employees in both organizations demonstrate a high interest in participation in the decision making process within their respective work places. However, the actual level of involvement in management decision making demonstrated by the employees was found to be relatively low. There is significant relationship between education and employees' involvement in decision making at Flour Mills Nigeria Plc. In Niger Insurance Plc, there is a significant relationship between age and employees' involvement in decision making as well as between frequency of employees' consultation and organizational commitment. The study reveals a growing desire of non-management employees in the Nigerian work environment to exercise greater involvement in the decision making process of their enterprises.