

Opinions and Perceptions of Employees and Managers on Various Employee Participation Themes

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ABSTRACT In this paper, the opinions and perceptions of employees and managers regarding employee participation were examined. In doing this, attention was paid to the various meanings of employee participation as understood by employees and managers as well as identifying various themes and sub-themes of employee participation available in the organisation. This study adopted a qualitative research design using semi-structured one-on-one interviews with 70 participants, who included employees as well as managers. Opinions and perceptions play a vital role in determining the variety and extent of participation outcomes; therefore, the results found that participants attached various positive meanings to employee participation. Six employee participation themes were also identified in this study as well as various sub-themes.