



Faculty of Commerce

Department of Business Management

Bachelor of Commerce Honours Degree in Human Resources Management

An Assessment on the Impact of Employee Participation in Decision Making On
Improving Organizational Performance: A Case of PPC Cement Mining Company
at Colleen Bawn

BY

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ABSTRACT

Employee involvement /participation in decision making is claimed to enhance performance, effectiveness, commitment, motivation , commitment and efficiency in organizations but the absence of employees involved in decision making process could result in job dissatisfaction, demotivated workforce, employee turnover and irresponsibility of which probably could negatively affect organizational performance. Therefore the purpose of the study was to examine negatively affect organisational performance. Therefore the purpose of the study was to examine the impact of employee involvement in decision-making process on improvising organisational performance. The study is exploratory in approach. Primary and secondary data were sources of data collection. Questionnaires were administered with fifty (50) mining staff of PPC mine management should adopt the McGregor's theory Y to encourage and accept employee's views. This lead to be better decision-making through diversity of ideas, motivated workforce, effective implementation of decisions and superior employee performance and organisation as whole.