

WHY WE SHOULD PRACTICE PARTICIPATIVE MANAGEMENT

by:

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Participative management, also referred to as participative leadership, is a horizontal approach to management wherein all employees and managers actively engage together for the company's operations, including strategic decision-making. Unlike traditional directive management methods where decisions are made authoritatively by supervisors, participative management fosters close collaboration between managers and employees to collectively address challenges, make decisions, and attain shared objectives (Paris Business School, 2023).

Studies on participative management and its benefits to the workplace have been conducted across a variety of cultures. Park, Lee, and Kim (2015) studied how participative management was associated with the employees' perception of the South Korean central government's organizational performance. They found a positive relationship between employees' perception of internal efficiency and participative management. However, for workplaces with a high-innovation culture, this relationship is weaker.

Participative management has been found to be highly connected to the job satisfaction of employees, since their autonomy, initiative, and creativity are highly supported by this management style (Rolková and Farkašová, 2014). With that, employee empowerment techniques are highly recommended to be part of the components for management development programs.

A participative management style should be sustained and strengthened both for the private and public sector. The latter primarily involves public service; thus, employee

empowerment is highly important to ensure that employees enjoy their work and that more country citizens can be supported effectively.

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