

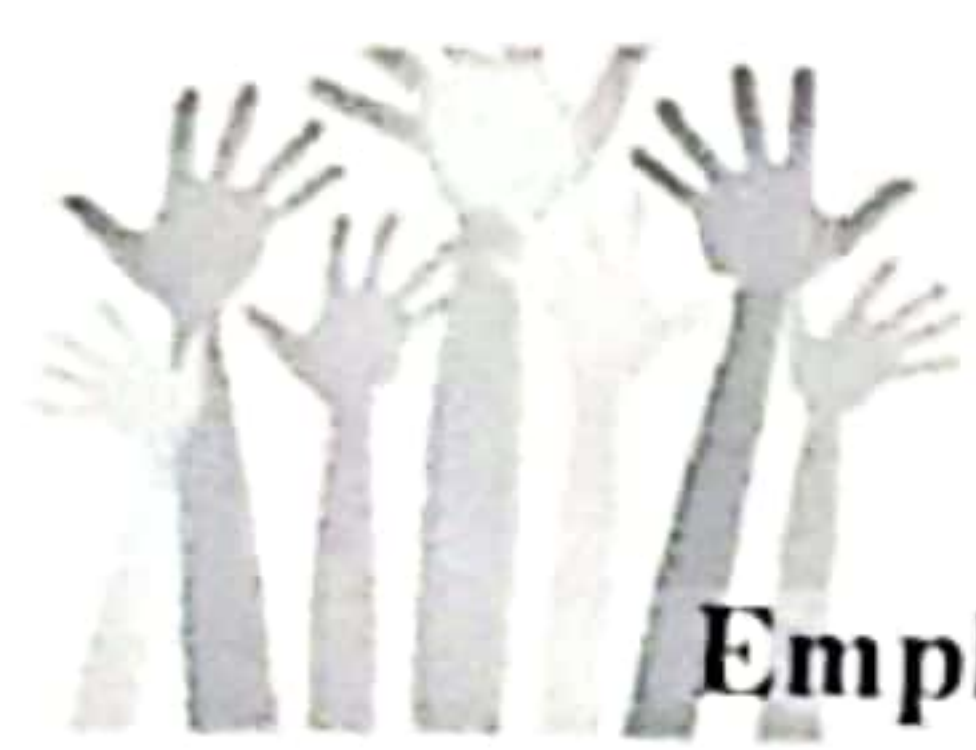
EMPLOYEE PARTICIPATION IN ASIAN WORKPLACE

New Perspectives on Employment Relations
in Malaysia and Indonesia

Edited by

Aryana Satrya, Balakrishnan Parasuraman, and Riani Rachmawati





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Aryana Satria, Balakrishnan Parasuraman, and Riani Rachmawati

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Employee participation in services industry



Kamil Salem and Balakrishnan Parasuraman

Introduction

Today's business environment is experiencing rapid changes with mounting turbulence and uncertainties. With this external circumstances lurking, it is difficult for the firm to make a reliable prediction of the future in order to craft a long term plan. Thus, firms are under great pressure to develop new strategies and to make speedy decisions to circumvent the changes. In view of the increase in the rate of change, there is a need for fast and immediate response, which necessitates broader organizational flexibility. Such scenarios have enhanced the net-worth of talented employees and their contribution to the decision-making process.

The employee participation in the firm's management leads to potential innovation, which in turn will facilitate opportunity and recognition in the organization. To reciprocate, managers provide opportunities for participation of subordinates in decision making on the basis of their merits as it has been proved by researchers to have improved firm performance (Witte, 1980; Sagie & Aycon, 2003).

The advantages of employee participation in an organization are:

- It increases employee's morale and enhances the productivity (Chang & Lorenzi, 1983);
- It provide employees the opportunity to use their intellectual which will lead to better decisions for the organization (Williamson, 2008);
- Employee participation contributes to trust and sense of control (Chang & Lorenzi, 1983);
- As a result of employee participation, resources required to monitor employee can be minimized thus reduced cost (Arthur, 1994; Spreitzes & Mishra, 1999);
- Employee participation in an organization maximizes the view points and give diversity of perspectives (Kemelgor, 2002);

This book meets the challenge of offering a global perspective by offering a collection of key strategic employees' participation, representation, and social partnership topics in Asian region. The active participation of workers in organizations is crucially important for sustainable and long-term growth and innovation.

Author Biographies



Aryana Satria (Ph.D, University of Queensland) has over 15 years' experience as an Assistant Professor in Employment/Industrial Relations (ER/IR) and Human Resource Management (HRM). He has published articles on HRM, IR, health economics, and entrepreneurship. He was President of Indonesian IR Association (AHII) and was also Deputy Chairperson of Wage Council of Province of Jakarta. After a decade career in business development and marketing in telecommunication industry, he is now teaches at the Department of Management, Faculty of Economics & Business, Universitas Indonesia (UI).



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