

ASPECTS CONCERNING THE PARTICIPATIVE MANAGEMENT

FERARU Andreea

CIUCESCU Nicoleta

University of Bacau, Faculty of Economics

andreea_f26@yahoo.com, ciucnico@yahoo.com

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The vast majority companies report that they currently use some form of employee participation and in the future, they expect to increase the amount of employee's participation in their organization.

The necessity of promoting the participative management is assured by the complexity always increasing of the economical – social phenomena, by the rapidity of the changes which are produced in all levels under the impact of the scientific – technical progress, by the amplification of the number of factors influencing the mechanism of the management of the companies.

The participative management is presented under two forms:

a) of consultative nature, which is based on a large consulting of the staff on the ways to resolve the different decisional problems.

b) of deliberative nature, which is based on the adoption in group of the decisions, respecting some organizing, juridical, economical or psycho - social demands.

The methods of participative management represent the expression of the level of democratization in the company, because they presume the participation of the employees at the management of that company. The participation of the employees at the management of the company implies, also, their participation at the results, which represents an internal impulse to increase the efficiency, especially in the special conditions in which the company is confronting on the markets.

It may consider that participative management represents a way of decentralized administration, which presumes the assumption of responsibility of each hierarchical level, the performing of a specific activity of each wage earner in the conditions of the existence of interdependence between different wage earners, of trust and mutual respect relations in the aim of realizing the objectives of companies. The participation of the wage earners is realized by delegating and decentralizing the activities in the company.

There is a series of particularities of the "take part" management on the Romanian companies which are rising from the attributes, the responsibilities and the competences of the national institutions from our country.

The limits of the participative management may be restrained by a rational selection of the problems by consulting the staff or by adopting group decisions, but also, by a proper administration of decisional meetings.

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