



Brenda Scott-Ladd

Participation in Decision-Making and Decentralized Bargaining

Implications for Jobs Satisfaction
and Affective Commitment



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This text explores the role of employee participation in decision-producing within the devolved Australian industrial relations environment. This text reports on a cross-sectional and longitudinal investigation, using Structural Equation Modelling to investigate these relationships. Problems quickly emerged as work intensified, hours and work insecurity improved. The caution is certainly that increased needs for performance need to be matched with equitable rewards and should not extend to role overload, which can reduce commitment, fulfillment and ultimately effectiveness. Place of work Bargaining aimed to facilitate labour market restructuring and improve productivity, but also offered employees greater opportunity to participate in changed work practices, conditions of employment and improve their rewards. The outcomes indicate that participatory decision-making plays a part in job satisfaction, affective commitment and productivity. Was worker participation even happening?



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