

EMPLOYEE DESIRE FOR PARTICIPATION AND DIFFERENCES IN INDIVIDUAL CHARACTERISTICS

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ABSTRACT

This study attempted to determine the effect of differences in employee characteristics and their desire for participation. Two hundred and eighty eight (288) employees from ten different manufacturing organisations were interviewed. Findings suggest that individuals with high independence needs, specified values and identification with the organisation and task show a relatively higher desire for participation. The implication of the study for managers is that they need to pay attention to differences in individual characteristics when they select employees for group assignments.
