

# **POLICY ON EMPLOYEES' PARTICIPATION IN MANAGEMENT**

## **Preamble**

**At Nagarjuna, we pursue the Employees' Participation in Management [EPM] as:**

- a mechanism where associates have an involvement and ownership in the decision-making process of the organisation.
- a system of communication and consultation either formal or informal by which associates are kept informed about the happenings in the Company's business through which they express their opinion and contribute to management decisions.
- part of work culture

## **Purpose**

The purpose of EPM is to increase production and productivity, evaluation of costs, development of personnel, expansion of markets, risk management are part of EPM activities.

## **Meetings**

The participation meetings are held on a periodical basis and review the progress of the activities undertaken and set goals for the future.

## **Key Components**

### **1. Inculcating motivated and strong performing work teams**

We focus and encourage highly motivated associates who are considered to be contributors in employees' participation programmes. It provides growth opportunities for these motivated associates and engages them in important activities to help them to grow further in their careers.

### **2. Focus on the future**

Associates are encouraged to sharpen their skills both functional and behavioural through continuous learning and development initiatives in the areas where they are required to improve their performance. It energizes the associates about new responsibilities where they can contribute better in the employees' participation programmes for the future and determine the positive outcome with regard to their team management and leadership qualities that will occur as a consequence to the change / improvement made. We also help associates to align their personal goals with the organisational goals with focused attention.

## **The way we do....**

The Employees' Participation in the Management enhances their ability to influence decision making at different tiers of the Organizational hierarchy with concomitant (GOING TOGETHER) assumption of responsibility.

The associates' participation in the company happens at different levels of management:

- At the shop floor level,
- At the departmental level, i.e., Department Safety Committee, and
- At the factory level, i.e., Central Safety Committee, Plant Risk Management Committee, Canteen Committee, Sports and Games Committee, Suggestions Committee, Negotiation Committee, CSR Committee, etc.
- At the Corporate Office -- at Corporate Risk Management Committee

The participation incorporates the willing acceptance of responsibilities by the associates. As associates become a party to the decision making, they stand committed to the implementation of decisions made.

The participation is conducted through the mechanism of different forums and practices which provide the required platform for the associates' contribution.

## **Objectives**

EPM is an instrument aimed at:

- improving the efficiency of the organisation and establishing harmonious employee-management relations by obtaining suggestions from associates' and by improving positive attitudes towards their work.
- attaining industrial peace and harmony which lead to higher productivity and increased production;
- giving the associates an acceptable status and a sense of purpose for their existence in the organisation.

With these initiatives a continuum of associate-management relationship is conceived through:

- Joint Management
- Joint Consultation
- Work Place Consultation
- Participative Management

## **Rollout Process**

These objectives may be achieved through the process of EPM thereby achieve the following positive outcomes:

- Understanding the market dynamics.
- Challenging tasks / assignments for associates.
- Increased sense of responsibility and ownership.
- Meaningful inter-personal relationships at work place.
- Encouraging and developing associates' ideas and suggestions to management.
- Realistic and participative management decisions.
- Effective communication system.
- Better employee-management relationship.