

WORKPLACE DEMOCRACY AND EMPLOYEE PRODUCTIVITY IN CONSTRUCTION FIRMS

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Abstract

How to cite this paper: Odiwo, W. O., Agol, N. M., Egielewa, P. E., Ebhote, O., Akhor, S. O., Ogbeide, F., & Ozuomode, D. C. (2022). Workplace democracy and employee productivity in construction firms. *Corporate Governance and Organizational Behavior Review*, 6(4), 43–58. <https://doi.org/10.23495/cogobrv6i4p4>

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ISSN Online: 2521-1889

ISSN Print: 2521-1870

Received: 10-03-2022

Accepted: 22-09-2022

JEL Classification: L23, L260, M14

DOI: 10.23495/cogobrv6i4p4

The research looked at workplace democracy and employee productivity in a few construction enterprises in Edo State, Nigeria. The study's population consisted of employees from four different construction enterprises in Edo State to meet the objectives. Yamane's (1967) algorithm was used to generate a sample size of about 302 from the whole population, of which 261 were received but only 251 were legitimate, while 10 were rejected. A structured questionnaire that has undergone a reliability test was used to obtain the necessary information from the respondents. Descriptive statistics and regression analysis were used to assess the information gathered from the respondents. The study discovered that the ideal workplace democracy feature that existed among the workforce of chosen construction enterprises in Edo State was justice. It also revealed that the workplace democracy characteristics of participation-criticism, transparency, and equality are negatively associated with employee productivity. Still, the justice and accountability dimensions are positively related to employee productivity. Concerning these findings, the study suggests that firms ensure that management is committed, visible, and accessible to employees at all levels, establish a grievance system through which employees can make complaints in a protected manner, and implement effective training programs to improve workplace democracy.

Keywords: Workplace Democracy, Organizational Democracy, Employee Productivity, Construction Firms, Organization, Justice, Edo State, Nigeria

Authors' individual contribution: Conceptualization — W.O.O. and N.M.A.; Methodology — W.O.O., N.M.A., and P.E.E.; Investigation — W.O.O., N.M.A., and P.E.E.; Resources — W.O.O., N.M.A., P.E.E., O.E., S.O.A., F.O., and D.C.O.; Writing — W.O.O., N.M.A., and P.E.E.; Supervision — W.O.O., N.M.A., and P.E.E.; Funding Acquisition — W.O.O., N.M.A., P.E.E., O.E., and S.O.A.

Declaration of conflicting interests: The Authors declare that there is no conflict of interest.

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Blasi,2016-06-06 Employee Ownership Through ESOPS Implications for the Public Corporation summarizes the large body of literature on employee stock ownership plans ESOPs and the phenomenon of employee ownership The author has discovered and reviewed over 700 articles on the subject in academic and professional journals of business labor law and social science since 1973 The study is divided into four parts The first part examines law public policy and regulation the status of ESOPs in the publicly held corporation corporate uses and labor management roles the impact of the ESOP on labor management cooperation and the economic performance of firms and the future of employee ownership The second part presents selected case studies which illustrate the range of corporate uses and benefits to workers and the difficult issues these raise The third part presents abstracts of articles or books that are central to understanding the major findings and implications of employee ownership and gaining an ordered introduction to the field The fourth part includes references to these abstracted materials and to the subjects discussed in the first and second sections This study emphasizes the significance of employee ownership to corporate officers middle managers union officials and or local labor representatives and employee leaders who are associated with a publicly held company

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