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The Workers Role in Management Traditionally, it has been the workers role to worker and managements role to mange. Managers have planned and directed the firms operation with little thought consulting the labor force. Managers have rarely felt compelled to obtain the workers opinions or to explain their decisions to their employees. At most, companies have provided "suggestion boxes" in which workers could place ideas for improving procedures. In recent years, however, many management specialists have been arguing that workers are more than sellers of labor-they have a vital stake in the company and many be able to make significant contributions to its management. Furthermore, major company decisions profoundly affect workers and their dependents. This is particularly true of plant closings, which may put thousands on the unemployment lines. Should workers, then, play a stronger role in management? Workers should have a role in management. At the very least, the labor force should be informed of major policy decisions. (A common complaint among rank-and-file workers is the lack of information about company policies and actions.) Between 1980 and 1985 about five million workers were the victims of plant closings and permanent

layoffs, often with no warning. At least 90 days notice ought to be given in such instances so that workers have time to adjust.

Management should consult workers before closing a plant, because the workers might be able to suggest ways of improving productivity and reducing costs and might be willing to make concessions that will keep the plant operating. It should become a general practice to include workers in some managerial decision making. There ought to be representatives of the workers on the firms board of directors or other major policymaking groups. If rank-and-file workers are given a voice in the planning and management of the work flow, they will help to make improvement, their morale will rise, and their productivity will increase. As a further incentive, they must be given a share in the companys profits. This can be done through employee stockownership plans, bonuses, or rewards for efficiency and productivity. Finally, when a plant can no longer operate at a profit, the workers should be given the opportunity to purchase the plant and run it themselves.

1. Traditional workers showed no interest in management. A. Right B. Wrong C. No mentioned
2. In recent years many management specialists have been arguing for the workers role in management with two major reasons. A. Right B. Wrong C. No mentioned
3. Since policy decisions are business secrets of a firm, workers should not be informed of them. A. Right B. Wrong C. No mentioned
4. Before closing, a plant should put up a notice and keep it for 90 days. A. Right B. Wrong C. No mentioned
5. The workers participation in management might save a plant from closing down. A. Right B. Wrong C. No mentioned
6. One of the advantages of

involving workers in making a decision is that the interpersonal relationship between workers and managers can be improved. A. Right B. Wrong C. No mentioned

7. An efficient and productive worker should be rewarded with anything but shares of his plant. A. Right B. Wrong C. No mentioned

Key: CABBACB

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