CHAPTER 11

What Do Workers Want? Findings of the Worker Representation and Participation Survey

Joel Rogers
University of Wisconsin-Madison

§11.1 Introduction
§11.2 WRPS Purpose and Design
§11.3 Three Big Questions and Their Status
§11.4 Conclusion

§11.1 INTRODUCTION

The Worker Representation and Participation Survey (WRPS) is a four-part study of employee attitudes toward such matters as current human resource or personnel practices, modes of representation and participation programs (from unions to "employee involvement" programs), existing workplace rights, alternative dispute resolution (ADR) as applied to workplace disputes, and worker-based regulatory committees.

The work reported here has been jointly done with Richard Freeman of Harvard, NBER, and London School of Economics.

The four parts of the WRRPs are:

1. Focus Groups of Employees, Grouped by Occupation in the Workplace

2. National Telephone Survey of 2,410 Employees, Indirect

3. Field Survey of 1,100 Workers, Direct: Team and Group Interviews

4. Follow-up Survey, Conducted Over the Period December 5, 1943, to January 24, 1944.

The purpose of the WRPs is to provide an in-depth survey of workplace representation and participation. In addition to the voices of those in the workplace and the issues of employment voice of American workers, the WRPs do not neglect the voices of the American and the WRRP's, but the WRPs is more in the form of participation. The WRRP's are designed to provide some responses to the national survey.

The WRRP's were conducted in two waves in November 1944.

The WRRP's was conducted in two waves in November 1944.

The WRRP's was conducted in two waves in November 1944.

The WRRP's was conducted in two waves in November 1944.


Chapter II Worker Representation and Participation Survey

1.3 THREE BIG QUESTIONS AND

1.3.1 Partnership and Participation Survey

Dimensions of employee attitudes:

Do employees want greater participation and representation in workplace issues?

They can trust management with their jobs, careers, and with their job situation.

Workplace involvement in decision-making decisions.

For the same time many employees are concerned about the quality of labor-management relations at their workplace, there are few employee organizations that make employees feel comfortable and that have resources that employees can use to build their skills and careers.

Despite popular discussion about the end of long-term employment, few employees have received training in workplace decisions.
What do employees see as essential to attaining their dreams and plans for the workforce?

There are several ways in which employee expectations and management are addressed. Some employees believe that management is primarily responsible for addressing employees' expectations, while others believe that employees should be involved in the decision-making process. The key to the success of the organization depends on employees' expectations and management's ability to address them effectively. This section will cover the importance of employee expectations and management's role in addressing them.

What solutions do employees favor to resolve any gap between their desired participation and representation and what solutions do employees favor to resolve any gap between their desired participation and representation?
CONCLUSION

Chapter 7. Worker Representation and Participation Survey

This chapter explores the role of worker representation and participation in the workplace. It discusses the benefits and challenges of these practices and provides insights into their effectiveness. The chapter concludes with a summary of the key findings and recommendations for future research.

References


