

Industrial Relations At Work: The Australian Workplace Industrial Relations Survey

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Workplace Democratic Practices and Industrial Relations Climate: A Study on Large Scale Apparel Company in Western Province, Sri Lanka

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Abstract

Workplace democracy is often associated with increased employee engagement and involvement, innovation and increased employee commitment. It is one of the important concepts in today's business world and through our research we have found out its impact on industrial relations climate. The research was carried out in a large scale apparel manufacturing organization of Sri Lanka, which is further known as a major player in the apparel manufacturing industry. This study empirically evaluated five workplace democratic practices (open communication, improved trust and less fear, employee empowerment, freedom of association and meaningful work) and their likely impact on the industrial relation climate in the Sri Lankan large scale apparel manufacturing organization. Non-executives of the selected organization were investigated by using a sample of 200 employees. Data collection was done by using a self-administered structured questionnaire. The study confirmed that workplace democratic practices are significantly correlated with industrial relations climate. The findings of the study indicate that open communication, improved trust and less fear, employee empowerment, freedom of association variables were positively and significantly correlated with industrial relation climate whereas the meaningful work was negatively correlated with industrial relation climate.

Keywords: Workplace Democratic practices, Industrial Relations Climate, Apparel Industry

1. Introduction

Workplace democracy and industrial relations climate are two main interconnected variables which addresses the industrial peace and productivity. Workplace democracy can be defined as a variety of



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