

Executive-level Employees' Perception of the Impact of Participatory Management on Employees' Trust in ABC Company

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In earlier days, money was the primary reason to motivate an employee, but beyond a certain limit, it fails. Hence organizations have been trying out different methods to increase the level of motivation of its employees. Participatory management is such a new mechanism that companies use in the modern world as a solution to the above. Although the impact of participatory management on trust is well-established in western literature, very few studies have examined in the Sri Lankan setting. Accordingly, the purpose of this quantitative and cross-sectional research study was to examine the executive-level employees' perception of the impact of participatory management on employees' trust in ABC Company. This study explained the level of perception of executive-level employees about the participatory management, level of perception of executive-level employees about employees' trust, and executive-level employees' perception of the impact of participatory management on employees' trust in ABC Company. The regressions test and Pearson correlation test used to analyze the data, while simple random sampling used as the sampling method. The study results indicated that the executives of ABC Company have a positive perception on participatory management and employees' trust. Also, this study showed that the executive-level employees' perception of the impact of participatory management on employees' trust in ABC Company is positive. So it is recommended to use participatory management as a tool to enhance the employees' trust, and organizations should introduce more practices to gain employees' contribution to the decision-making process as well.

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