PARTICIPATÍVNY ŠTÝL RIADENIA – SLOBODNÉ RIADENIE ZAMESTNANCOV

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PARTICIPATIVE MANAGEMENT STYLE – FREEDOM AT WORK

Abstract
In the classic style of managing employees are used rewards and punishments as the main tools for motivating people. The result usually is that employees are doing exactly what they should do and nothing more - in order to avoid punishment and to gain reward. However, their identification with the corporate vision, values and goals is very low, employees don’t see the sense of achieving them, there is also weak loyalty in the company. Obedience and fulfillment of orders is the main task, that managers require from their subordinates. Currently, the most successful companies around the world are using the concept of freedom at work or participative management style. Participative style of management is based on informing employees about the important aspects of business development, their participation in decision-making and solving business problems, particularly those that directly affect them. Freedom, trust and empowerment in managing employees leads according to many researches to happiness at work and better performance results. Financial results of the companies that focus primarily on psychological well-being of employees indicate that not only that it is useful, but it is also economically worthwhile. Examples of successful companies described in our article are Semco or W.L.Gore & Associates.

Key words
freedom at work, participative management, empowerment, commitment

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