Unscrambling the Jigsaw Puzzle of Workplace Democracy

Coordinating Various Channels of Workplace Democracy
to Achieve Higher Productivity and Greater Voice

Name: Qiuyin Hu  Date: 12-05-2014
Three main channels of workplace democracy

- Representative Participation
- Financial Participation
- Direct Participation
Two most important value targets insisted in this article

- Productivity
- Balance
- Labor Rights
Representative Participation

- deterring employers’ misusage

Direct Participation

Financial Participation

- securing the quality
Representative Participation

- adding flexibility & diversity

Direct Participation

Financial Participation

- enhancing employee’s motivation

Discover the world at Leiden University
Discover the world at Leiden University

Representative Participation

supplementing traditional compensation system

Direct Participation

Financial Participation

Maintaining employees’ enthusiasm & deterring employers’ misusage
Discover the world at Leiden University

Representative Participation
(safety valve)

Direct Participation
(hands-on tool)

Financial Participation
(mechanism for profit feedback)
Thank You!