



**BAHRIA UNIVERSITY CAMPUS
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Title: Impact of Participative Decision Making on
Organizational Commitment: A case of Standard
Chartered Bank

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Abstract

The research topic is "***Impact of Participative Decision Making on Organizational Commitment in Standard Chartered Bank***". Dramatic results were achieved by implementation of human resource techniques in the bank. The main focus is the participation of employees in decision making at different levels of policy making and policy implementation which directly effects employee's organizational commitment.

In this study, our main focus is on determining appropriate measures that can be taken to increase or decrease the likelihood of relationship that exists as a result of employee participation in decision making and organizational commitment. Also, the variables of the study that have been taken under consideration are the various dimensions of participative decision making i.e. passive participation, participation by consultation, interactive participation, self mobilization and functional participation. We have tried to describe these job related and performance related areas of focus with participative approach of the bank.

The Standard Chartered Bank managers are encouraged to allow a high degree of employee participation, which is proposed to increase workforce commitment and to channelize the workplace with the purpose of improving employee performance and create the environment of job satisfaction for the employees.

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