Transitional Democratic Emergence in Contemporary Organizational Structure-Impact and Analysis

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Abstract-There has been a notable change in the current working mechanism of organizations as compared to earlier. Pattern of delegation and throughput in organizational structure has experienced vast major changes resulting an emphatic transition from autocracy to democracy. Organizational domains find a very impinging impact of behavioral democracy being practiced pervasively these days. Democracy in organizational structure means equal and substantial participation of administration , management and executioners in entire operations. The emergence of democracy in organizations has undoubtedly shifted the conventional paradigm to an organized and synergized culture where the efficiency is getting increased manifold . The warmth in mutual relations between management and workers has shown a progressive path in the decree of operations. Emergence of allied democracy gives an influential opportunity to the organizations to carve a profitable niche in the industry by gearing substantial productivity in operation management.

Keywords: Delegation, Throughput, Transition, Autocracy, Democracy, Synergized, Decree.

I. INTRODUCTION

The word "Democracy" has been derived from the Greek word "Demokratia" . If the word "Demokratia" is split again it may form two sub components – demos (people) and kratein (to rule) . Hence Democracy implies : Rule of People . Here the word "people" signifies the mass in general and not the class in specific. Earlier to inception of democracy , there had been a pervasive fashion of autocracy , that was used within the realms of controlling administration of various provinces. It further encouraged the colonial system that focused more on exercising control over weaker sections of society and extending biased authority over underprivileged strata. Autocracy ruled over a good span of time bringing wealth to the powerful and ignoring the interests of the weaker. But gradually , with the strong move of revolution and awareness the underprivileged section started coming in front raising their voice against partial treatment instead of staying back and following whatever been demanded from them. Initially their voice was made numb by power but gradually things started changing and the weaker moving towards demanding their rights and justified consideration for their works. This progressive revolution ended the autocracy of colonial system and welcomed democracy , the rule of people. After democracy being followed , every individual was given the chance to speak and ask if any injustice was done. The authorities also benefitted out of it as they started getting valuable suggestions from their subordinates that earlier were abrogated. This was a new start in organizational domain.

II. DEMOCRACY IN CURRENT CONTEXT

Democracy is a word that cannot be related only to a nation or only to politics. Democracy is basically a concept or simply an ideology that is usually implemented in various domains in contemporary context. The meaning of democracy is known to us from the inception of freedom of our country from Britishers and thereafter enactment of constitution after huge endeavors of several learned politicians of India , as that had been the major cynosure of its relevance . At that conjuncture of time , the implication of Democracy was limited as it only connected to political matters at that point of time . But if we minutely observe the applicability of democracy in present scenario we may infer its connection to several other domains as well , organizational structure as in major. Organizational domains find a very impinging impact of behavioral democracy being practiced pervasively these days. Democracy in organizational structure means equal and substantial participation of administration , management and executioners in entire operations. We are born to communicate , to join , to connect , to share and to associate in organizational dynamics. Today a Boss and his subordinate have many other participative roles also other than their individual roles. Individually they might be holding different profiles , but when it comes to an organization as a whole both find meticulous roles. A subordinate for a Boss is that very important as his Boss for the management. Be it administrative task , or operational task , or external liaisoning , or HR task , all the members of organization perform at the same platform of organization. The conceptual idea of Team Building arise from the organizational democracy itself.

III. IMPACT OF ORGANIZATIONAL DEMOCRACY

A. *BLESSING IN DECISION MAKING PROCESS:*
Decision making body might be exclusive and discrete but suggestions in making any decision by every member of that organization should be gracefully welcomed . Organizational Democracy gives an equal opportunity to

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every member of organization to use his/her wisdom in the process of decision making. Even a trivial position holder may also project his/her outlook in context to entire operative decisions taken by the administration. This democratic participation is eventually being practiced by almost every small or big organization that certainly has brought the top , middle and lower management on a single platform where they can actively and conjointly participate in decision taking maneuver of the organization .

B.   MAKING WORK PLACE FIT TO WORK
 Not only in decision making activities but democracy in organizations is also very much helpful in making the working environment more user friendly , more congenial and more result exhibiting. Working culture even in sophisticated organizations is becoming soothing and productive gradually as every member is working with least amount of stress and work suffocation . Studies reveal that an individual can perform much better if he/she works without task pressure. Democracy in organizations has laid the focus more on socialization rather than individualization, resulting more connectivity within the peers and finally leading to better aggregate results. Belongingness within the peers has increased to a substantial level. A notable benevolence and concern could be observed within the relations of management and staff. A modern view of organizational structure apprehends the mutual consideration of team members. A remarkable deterioration could be observed in organizational conflicts having democracy being practiced .

C.   END OF SENIORITY ISSUES
 One major reason of conflict between the peers is the issue of seniority and management takes is as "bone of contention" . In the context of organizational dynamics , the feeling of seniority and juniority play a vital role in creating unconditional differences between the congeniality and harmony of peer colleagues . A good number of instances could be observed where the management could witness such vulnerable conflicts within peers . Seniors expect a distinguished respect and vantage from juniors who in return expect substantial help and support from the seniors as they enter into a new organization . Seniors may sometimes overshadow their juniors as they might be acquainted with the peculiarities about the system , for the smooth functioning . Juniors may also sometimes neglect the projections of their seniors as they also wish to prove their worth and presence in front of the authorities. Both situations are very much accepted and witnessed in the culture of a progressive organization . But then from where the conflict comes ? Its worth contemplating . Actually problem shoots when the seniors do not give a notable space to the juniors to diverge themselves and the juniors become reluctant to learn from their seniors . Its quite obvious for any junior to commit mistakes and errors as they are new to the system and surroundings . But if the junior without any ego and hesitation asks his/her senior to extend their help , the issues could get sorted out easily . And If any senior discovers his junior in any problem , it should be his prime duty to take off his pains and trouble

and provide him with the utmost help and support . But if the junior treats his senior as his rival , then he would prefer committing enormous mistakes and errors as compared to seek help and support from his senior . The senior in return is accompanied now with justified ego that restrains and refrains him deliberately to help his junior . Now the real twitch between this traditional hostility starts propelling ending up with differences and conflicts . Sometimes these differences become so harsh and painful that it starts creating long distances between the peer colleagues . As a result of which the work ethos of the organization suffers and gets damaged upto a great extent . A senior should follow the convention of "see" "near" , that is seniors should see their juniors near to them . A junior should follow the convention of 'J'ustified 'UNI'formity 'O'f 'R'espect . If both seniors and juniors could follow these conventions , the conflicts and differences between them could get reduced gradually. Seniors are always expected to share their experiences and learnings with the juniors and the juniors in return are always expected to learn as much as they can from their seniors . Democracy in organizations project the relevance of warmth in mutual relations that further strengthens the retention rate of employees as it ensures a comfortable working environment within an organization.

D.   PROMOTES FEELING OF BELONGINGNESS AND BENEVOLENCE
Loyalty in employees can be observed only when they are given a meticulous importance in an organization. Their recognition and consideration in various activities lead to develop an emphatic feeling of belongingness in the organization. Their creative bonding is ensured again by implementing democracy in routine and operational activities. Employees also develop a feeling of privilege if their views and suggestions are acknowledged. Democracy within an organizational domain ensures the esteem positivity among employees. In an organizational dynamics , loyalty towards assigned responsibilities makes the foundation of one's integrity and recognition within the perceptual domain of the authorities . In absence of which the organization also becomes disloyal towards the interests of its employees . In many situations the responsibilities are not carried sincerely , sometimes deliberately and sometimes accidentally . If the negligence towards the duties and responsibilities are found to be a deliberate attempt , the authorities easily smell it and start thinking for some better option . However , if any lacuna exist unintentionally , the same could be exempted and proper scrutiny and investigations could be done to ensure that the deviations are rectified . At every situation , the employees should admit the fact that the organization is totally aware about their intentions whatever they are holding in their minds .

E.   BUILDS FEELING OF MUTUAL CARE AND TRANSPARENCY IN RELATIONS
Democracy within an organization promotes the warmth and congeniality among employees. It naturally nurtures the relations of employees with each other and projects an

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inclination towards the overall benefit of organization. 'Relationship' is emphatically a paramount building made from the adamant bricks of some basic human attributes and traits such as care , feelings and emotions. Looking beyond emotions or looking within emotions could be perceived only and only when we understand the true meaning of relationship . We cannot anyhow or by any means isolate , desolate or recluse the significance of such particular traits from the outlook of the said building by their absence. These attributes are actually the vital ingredients of our relations and mutual bonding . Among all such attributes and traits 'CARE' is the most impinging one that formulates and constructs the strong foundation of our relationship . Care is nothing but 'Controlling All Receptive Emotions'. Democracy controls the fear of nepotism and establishes a proportionate feeling of care .

IV. SCOPE OF ORGANIZATIONAL DEMOCRACY

In organizational dynamics , the scope of democracy can be reached from penetrating into mutual relations to evaluating work completion status. In organizational structure , delegation of work and authorities is certainly the most crucial task as it deliberates the responsibility and accountability at same point of time. The authoritarian managers select some defined employees for completing a task due to their experience in that particular domain. Some employees are always found eager to take that assignment as an opportunity to prove their potentials but at the same time there are some employees who always escape from such situations by giving some excuse as they actually don't want themselves to mess up with the complications and complexities of the said responsibility. It is generally observed that supporting incompetency and impotency due to so called 'nepotism' or any other unacceptable reason is next to negligence towards the loyalty and responsiveness owing to the organization . It's really ironical when we see our own so called 'belonged peers' supporting such nuisance and nitwit outlooks , overruling some forcibly taken rational decisions by the authorities for the good self of sustainability . By such biased projection , certainly 'they' not only weaken the foundation of the organization , but also diminish their rapport in the eyes of everyone . Actually , they are bigger defaulters and culprit than the real ones because by supporting an unprofessional attitude they actually tend to invite undue burdens on the shoulders of rest of the members , that truly remains objectionable and quite offensive . It's highly unfortunate when any organization faces such humanitarian recession due to lacuna in their own conscience and sincerity. Tolerating a non performing dumped asset is actually the biggest liability for any organization or a country . Organizational democracy finds a perfect solution for it . Involving every employee widens the scope of mutual motivation within the employees. Showing deliberate "inconvenience" and "reluctance" every time for any work actually shows how careless a person is towards his duties and responsibilities . On the contrary showing "inclination" and "initiation" for any work precisely reflects the temperament and commitment of a person towards the delegated task . Both

the aspects could be pervasively observed in contemporary organizational systems . The former always laments for promotion and appraisals , whereas the latter enhances the stature of his profile by default .

In an organizational dynamics sometimes a leader motivates his team just to motivate himself on the fore. There are times when a leader himself remains highly disappointed , discontented dissatisfied . This is the high time and alarming situation for him/her to get himself motivated first . For this he delegates the motivational paradigm to his team . However he handles this situation in a very impinging and diplomatic manner so that nobody reveals about his motive . Leadership that's why is considered to be the most charismatic and enigmatic trait of any professional who wishes to lead any team . This is again a demanding scope of today's business enterprises.

Organizational democracy portrays a remarkable approach in leadership as well. Much has been talked on Leadership and its visionary approach . It is empirically one of the most discussed topics in management fraternity today . It is generally apprehended in many forms but still is projected with different opinions. Leadership itself is a vicarious state and defining such state becomes instrumental , if we experience the same for others as well . Whatever I have experienced in leading a team can be taken as the fundamental root of its understandings. Whenever we discuss or experience in leading a team , the element that majorly is responsible in its formulation is the essence of compatibility in thinking and visualizing the things. Being compatible here I mean is about congruency in thoughts of the leader and the members of his/her team. In the course of any task , a wide spectrum of thoughts is provoked by either of the parties. In a democratic form of corporate governance an equal proactive participation of a leader and team members can be observed at every conjuncture. If a leader is required to recommend any good proposition , then at the same time the team members also come forward to share any valuable idea. One important notion should be understood here that such situation vests under a progressive working culture where the vision and mission of the leader are clearly defined and reached to the members and there is perfect unanimity among them. An efficient leader tries to make the team members also think and view as the leader himself/herself thinks and performs . If the leader is able to make the team members also to behave and carry the same attitude which he/she is carrying , tasks could be performed more disconnect then. The situation of zero deviation between the projection of a leader and execution of team members is a true leadership which may also be referred as flawless, immaculate and impeccable leadership. With the implementation of democracy in organizations, a perfect leadership is acknowledged. Today's leader says , "Being a responsible and a competent leader if I could imbibe and encapsulate my dream and vision in to the work action of my Team , I would thus consider myself as the most fortunate captain of this ship".

The scope of Organizational Democracy can be viewed within routine conversations of employees as well. It's a very fundamental and basic trait of we humans that in our

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mutual conversations with our peers and colleagues pertaining to any subject , quite often we try to offer some extra weightage to our own views and opinions as compared to others. Though in compulsion of a civilized citizen we are forced humbly to listen to what other is saying , nonetheless we take the fact as granted that the front one stands nowhere in front of our outlook . What we meticulously consider is that only we possess the divine intellect , prudence , wisdom and sapience and others reservoir of knowledge is mere null and empty . Eventually , in the contextual parlance we also become a bit possessive and aggressive if the 'stalwart' in front of us is not ready to admit our outlook . What an irony !!! we care a damn to listen what other is trying to say and if the same attitude we get in return , we go mad and crazy !!! As a result of which we start behaving in an extremely bizarre , fatuous and weird manner . Now this is the pretentious outset of passive 'cold war' between us . The adverse repercussions of the same would lead to the journey of hostility and enmity even . But within the realms of democratic environment , though its true to a far extent nevertheless we should treat all such discussions in the vicinity of a healthy and progressive ambience where we could start learn to show respect and gratitude to others perceptions as well . Showing intuitional concern to the viewpoint of others may definitely be related to the substantial human altruism where all the emerging trivial issues(if any) in our mutual relations could be ended thereof then and there . If we discover this noble attitude in our mutual conversations then emphatically we could nurture the durability and warmth of our relations manifold and our benevolence for each other would definitely get sprouted resiliently . Mutual difference in our opinions may still be justified for an instance but vulnerability in relations due to its adverse impact should not be encouraged even for a moment anyhow . It's undoubtedly a vivid impact of organizational democracy that every one of us is coming forward with our proactive and innovative views and participate actively on this mesmerizing platform. Behaviour has its own significance and impact by virtue of which one can revolutionize and globalize the entire world. This has been testified in past history and contemporary speaking as well. This again confirms the wide scope of organizational democracy.

V. ANALYTICAL ASPECT OF ORGANIZATIONAL DEMOCRACY :

A. EMERGENCE OF CORPORATE GOVERNANCE

Corporate Governance is basically the framework designed by corporate professionals to run and execute the functions of an organization smoothly with paramount effectiveness and efficiency. It becomes possible when such governance is experienced within the canopy of organizational democracy along with the participation of every member . Suggestions and recommendations of the entire strata gives a concrete structural framework to the organization. With the virtue of this , rules , regulations , policies and protocols are framed in accordance with the convenience of every member of the organization. Protocols are set according to the levels of hierarchy with complete transparency that enables any employee to approach any employee without much hindrances. Such corporate governance is a blessing of organizational democracy that portrays the framework of equity .

B. EMERGENCE OF BUSINESS ETHICS

Organizational Democracy has given a new definition to business values which is termed as "Business Ethics" in common terminologies. Corporate World, a rendezvous of Professionals, Entrepreneurs, Managers, Technocrats and Eureka Dwellers !!! A versatile roof under which Expertise sublime with Innovations to give Immaculate, Impeccable and Eternal life to research and development thereby elevating the business horizon to the zenith. Business is undoubtedly propelled by favorable and adverse situations both. Both the situations require prudent and sapient approach to handle. Ethics in corporate culture takes care of these unprecedented, inevitable and inexorable situations. Ethical Practices in business meticulously form a strong foundation in providing the effective governance and regulating its root cause. What is right to one's business may be wrong to others and vice-versa. It depends upon the requirements and provisions of the business house which method need to get implemented and what need to get excluded. Ethics in conceptual terminology however means a corrective measure to follow the protocols of any directive activity. But in corporate business, ethics perhaps might reflect various differentiated colors. Sometimes it may refer to make the situations congenial to the producers and consumers, while sometimes it may also refer to balance the deviated projections of management hierarchies rationally. Hence an impinging contemplation is required to apply ethics in business. Its rational implementation may appraise the business sanguinely and brilliantly. Eventually, ethics is emerging out to be a diplomatic tool and technique to provide pace and momentum to successful business. Conclusively, in contemporary corporate business world, Ethics may be coined as **E**merging **T**echniques of **H**andling **I**mpedimental **C**ritical **S**ituations to suffice effective and efficient governance.

C. ABROGATION OF GENDER BIASNESS

Practicing democracy in organizations results in a very productive environment full of enthusiasm and energy. Equal participation from every member without gender specific inclination ensures full justification to the assigned tasks and duties. Modern epoch ensures work freedom and pattern liberty associated with employees. Now due to emergence of organizational democracy male and female employees both are given equal chances and opportunities to prove their competence which further explores their excellence. Managers take the work from their employees without even single iota of gender biasness. Earlier, females were not given such encouragement or equity in providing equal opportunities in organizations due to certain persistent beliefs. On the contrary, only male fraternity was assigned some crucial tasks with the traditional belief that only males can do that but now things are entirely different. Today, assignment of the task has nothing to do with gender, but are assigned on the basis of

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qualification and experience. This is possible only due to democracy being practiced in organizations. Now, females also actively participate in every executions and operations proving their competence. This undoubtedly has given a new paradigm shift of working culture full of mutual respect and propitiousness in the congeniality of work environment.

D. LUCRATIVE POLICIES

With the emergence of organizational democracy very user friendly and lucrative policies are getting framed up in organizations which further ensures employee motivation and satisfaction at higher ends resulting in employee retention and higher profits. Policies are specially being designed which takes utmost care in keeping the interests of employees on the topmost priority, which earlier was ignored completely. Employee's security and concern are being taken care of very vigilantly by the management. Today even the owners of organizations acknowledge the fact that employees always remain to be the precious asset for the organization and keeping their interests intact and alive should be the major concern. For the same reason the administration and management keeps on embedding the element of innovation in existing policies and also introducing new policies which could further motivate the employees to perform at their optimum best to give higher profits to the owners. "Whistle Blowing Policy" is one of the innovative and judicious policies which had been introduced recently in some reputed organizations which strongly believe in democracy. According to this policy, if an employee admits any unusual or unethical act being practiced in front of him/her, he/she is required to report the same immediately to the authorities by making them acquaint about it . In return, it is ensured that the name and identity of that person who has reported the incident would be kept confidential and secret so that he/she is not harmed by the culprits anyhow. This certainly testifies and proves the concern of organizational democracy. Further, with the objective of being more close and connected to the employees, the employers have started becoming personal with them upto far extent. Several other attractive and innovative policies have been initiated by most of the organizations. Like Paternity Leave Policy in which a male employee who has recently become a father of a new born kid is granted leave for about a week. Earlier there was only a provision of leave granted to female employees under Maternity Leave Policy. This clearly shows the democratic concern of the organization. Mandatory Leave Policy provides the facility of availing compulsory leave for the employees for about a week to ten days. This gives the employees the opportunity to spend their time with their family, friends and relatives. It certainly relaxes them from continuous stretch of work pressure. Many MNC's have started the component of "Dating Allowance" for unmarried employees . Under this component the unmarried employees are financed upto a fix limit for dating their girlfriends or boyfriends. This component makes a very friendly and liberal relations between an employee and management which in turn increases the

productivity ultimately. This again justifies the implication of democracy within the organizations.

E. SYNERGY IN OPERATIONS

With the radical implementation of democracy in organizational operations , it is observed that the overall productivity and efficiency of growth has substantially increased due to the effect of synergy in operations. Earlier with the involvement of only bureaucrats in decisions and executions ignored the outlook of other common employees. But due to the emergence of democracy it provided a common participative platform to one and all within the vicinity of organizations. Due to this participatory initiative of every employee , a significant level of synergy could be seen in entire operations , thus increasing the effectiveness , efficiency , productivity and eventually profits of the organization. This became possible due to commendable intactness of employees with the management of organizations. Employees are now more inclined to their tasks , self geared and highly motivated as collaborative involvement of administration , management and staff provides an enthusiastic synergy level and hence the endeavour is magnified manifold , the resultant becomes gigantic and impactful.

VI. CASE STUDY: ORGANIZATIONAL DEMOCRACY EXPERIENCED IN WIPRO LIMITED COMPANY

Wipro Limited ("Wipro") supports the protection and elevation of human rights and is guided by fundamental principles of human rights, such as those enumerated in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration"). Wipro is a signatory to the United Nations Global Compact. Wipro supports the United Nations Guiding Principles on Business and Human Rights ("UN Guiding Principles") including the corporate responsibility to respect human rights. Our support for these fundamental principles is reflected in our policies and actions towards our employees, suppliers, clients, communities and the countries where we do business. Commitment Wipro's commitment to human rights is long-standing, and is reflected in our Code of Business Conduct ("COBC") and Supplier Code of Conduct ("SCOC") and are publicly available on Wipro's official website. Wipro is committed to maintaining and improving systems and processes to avoid complicity in human right violations. This policy is intended to succinctly express Wipro's commitment to do business with ethical values and embrace practices that supports environment, human rights, and labor laws on a worldwide basis. Equal opportunity and non-discrimination Wipro is committed to building a culture in which all employees, including potential candidates can compete in a fair, open and transparent environment. Merit in qualification, performance and capability form the sole criteria for selection. It is Wipro's constant endeavor to ensure there is no discrimination in respect of employment and occupation. Wages, hours of work and social benefits,

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are based on local laws and regulations as well as prevailing market standards and practices.

A. HARASSMENT-FREE WORKPLACE

Wipro treats all employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal or psychological. This includes behavior/action directed towards third parties during the course of conducting Wipro's business. Employees have the right to freedom of opinion and expression. Freedom of association Wipro respects the right of employees to exercise their lawful right of free association. Safe and healthy workplace Wipro strives to institutionalize health and safety processes, with special focus on aspects such as women's safety, motherhood and associated special care and assistance, assistance to persons with disability, emergency response and preventive health & safety measures. Employees are encouraged to highlight concerns or health/security hazards to the management.

B. INCLUSIVE WORKPLACE

Wipro is committed to workplace diversity and to providing an inclusive environment. Wipro has also enabled and institutionalized a reasonable accommodation policy for employees with special needs or personal circumstances and focuses on accessible infrastructure and information systems ready for any adjustment and changes if required. Data privacy Wipro is committed to protect the data privacy of employees (including ex-employees and retirees), customers and suppliers. Current data protection and privacy framework includes multi-layer password protected authentication systems, automatic tools and tracking mechanisms, audits and information sharing on a need-to-know basis. We do not disclose information to third parties without explicit consent of our stakeholders, unless required by law to do so. Wipro's Ombuds process and security incident management process allow reporting of data breaches and policy violations. Prohibits child labour and forced labour Wipro prohibits child labourers and forced or compulsory labour including bonded labour, slavery and human trafficking and the same is embodied in Wipro's COBC and SCOC. Grievance mechanism Wipro implements the above standards by incorporating it in related policies, processes and guidelines across all our business operations. Wipro conducts trainings to strengthen in-house awareness and education on the practice of human rights. Wipro believes that an empowered workforce is the best way to receive feedback and identify improvement areas. The following grievance mechanism provide all employees, vendors, suppliers and customers a secure and 24x7 access to raise grievances and to report confidentially and anonymously without fear of retaliation any breach of policies and procedures in Wipro: 1. Ombuds process 2. Prevention of Sexual Harassment Committees Additionally, through forums like mailers, enterprise social network, team and individual meetings with business and HR leaders, we continuously engage with employees to create awareness, understand and address grievances. Review Our progress on aspects of human rights is owned by the business and functional leadership team, and is

under the review and oversight of our Group Executive Council, Chief Sustainability Officer, the Audit Committee and the Board of Directors. Wipro identifies and manages human rights impacts, risks and opportunities that continuously help strengthen our workplace policies, practices and programs. It is thus a constant endeavor to stand by our commitment and build frameworks to support Wipro in implementing human rights standards.

VII. CONCLUSION

Organizational structure is very complex in nature as it is structured with various dissimilar attributes within a single canopy. Different mindsets of employees , different situations and conditions of business, different job roles , different administrative and managerial expectations and different decrees of work pattern certainly makes an organization a complex structure full of uncertainties. Administrative authorities had tried very hard to control the complexities of business. For this they followed the most stringent form of autocracy as their mode of execution ignoring the basic interests of employees . Moderate innovative dynamism is required to take care of such complexities. Such adequate dynamism has been provided by the tool of organizational democracy that ensures to break the rigidity of executions within the organization. Participative , Progressive and Philanthropic ie., 3 P Approach of organizational democracy confirms a healthy organizational structure. Conclusively , it can be inferred that organizational democracy has put the organizations into path of progression , satisfaction and success.