Employee Involvement

Annotated Bibliographic paper

Yang Yang & Alison M. Konrad (2010). Diversity and organizational Innovation: The role of Employee involvement. Journal of Organizational Behavior. John Willey and Sons, Ltd. The two outline three ways of interaction between employee involvement level, involvement variation, and racioethnic diversity on innovation. They observed that organizations with high EI levels, high variation in involvement was associated with higher involvement levels among racioethnic minorities, resulting to stronger associations between diversity and innovation.

David Morgan & Richid Zeffane, (2003). Employee involvement, organizational change and trust in management. International Journal of Human Resource Management, Vol 14(1), p.55-75. In their study, Morgan and Zeffane tried to explore the effects that different types of change strategies may have on employees trust in management. The main changes examined were technical, structural and work role. The effects varied by type of change and employee involvement.


According to this article, employee involvement is limited in depth and breath due to configurations that are inclined to managers’ satisfaction. It explains the need to have organizational change in routine and management structure for employee empowerment. Maria May Seitanidi, (2009). Missed Opportunities of Employee Involvement in CSR Partnerships. Journal of Corporate Risk & Management.

Vol. 1(12), P. 90–105. The article reveals that missed opportunities of employees’ involvement at no profit organizations under selection, design and institutionalization stages. The strengthening of internal accountability mechanism is identified as the way to safeguard the
corporate social responsibility.