

## Abstract

This is a study of the effects of the so-called "participative management" on job satisfaction among volunteer staffs in a number of non-governmental organization, known as NGO. Sharing of information, of power, and of influence are three dimensions of the participative management which were measured quantitatively by three sub-sets of Likert-type scales. The resulting scores represent the perceived sharing of the said three features on the part of the organization staffs. Job satisfaction was conceived of as comprising 7 dimensions: satisfaction with job itself, salary, advancement, security, autonomy, job comparison, and with family approval. These were also measured by sub-sets of Likert scales.

It was hypothesized that the degree of job satisfaction would be positively related to the perceived amount of sharing of information, power, and influence. In other words, the greater the degree of perceived sharing, the higher the degree of job satisfaction.

Data were collected from a sample of 200 respondents working in 23 non-governmental organizations. The findings reveal that the proportions of those who perceived high, moderate, and low sharing are not much different from one another. So are the proportions of those who experience three levels of job satisfaction. Nevertheless, the stated hypotheses were supported by empirical evidence.

It is, however, interesting to note that job satisfaction was found to be statistically related to the respondent's duration of his or her organizational size. A statistical elaboration was performed to test whether the said two variables might be linked indirectly with job satisfaction. The results show that they are antecedent variable relationships in the following forms:  $T \rightarrow X \rightarrow Y$ .