

61 Title	Work environment quality: the role of workplace participation and democracy
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Abstract	<p>The article explores how employee participation influences the quality of the work environment and workers' well-being at 11 Danish workplaces from within six different industries. Both direct participation and representative forms of participation at the workplace level were studied. Statistical as well as qualitative comparative analyses reveal that work environment quality and high levels of participation go hand in hand. Within a typology of participation models the highest level of participation, including strong elements of collective participation, and also the best work environment, measured as 'psychosocial well-being', were found at workplaces managed in accordance with democratic principles.</p>