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3. Don't force workers to participate if they do not wish to do so.
4. Provide counseling for supervisors so that they will know how to handle power sharing.
5. Set realistic goals for the early stages of any participative process.
6. Keep the guiding philosophy behind participation firmly in mind at all times.
7. Never attempt to manipulate a decision under the guise of participation.
8. Maintain a delicate balance between over participation and under participation.
9. Monitor employee perceptions of the level of empowerment experienced.

In this progress, the course has designed the online class using different topic in each period with new issues that students unknown. Moreover the topic is related with students' reality, so they are enthusiasm to know the topic about. In addition, students of CALL 2 have freedom and associate boundaries in the course, lecturer does not force students to participate if they do not wish to do. *(Picture 4.18)* It is important for students feeling enjoyable with the course.

Every students have own problem in online discussion such as, internet connection, nothing media to use, less time to participate, and stuck with idea. In this course, Lecturer always motivates students to check and comment this



