

**DIMENSIUNEA ATRACȚIE -REPULSIE - INDIFERENȚĂ ÎN  
PARTICIPAREA MANAGERIALĂ / DIMENSION,  
ATTRACTION-REPULSION-INDIFFERENCE IN THE  
MANAGERIAL PARTICIPATION**

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*Abstract*

*The managerial participation implies various connotations, different degrees of difficulty and it supposes a good previous theoretical preparation enforced by the practical improving intervention.*

*Making a shift from the traditional centered-pyramid to the horizontal network, the managerial structures gain flexibility, a participative flexibility, a new way of looking at reality, even if the hierarchical spirit remains under different forms. The operation codes are clear for everybody and the power of understanding is felt as a fundamental value.*

*Keywords:* managerial participation, managerial activity, the organizational pyramid, the participative process, psychological factors.