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A STUDY ON IMPACT OF ORGANIZATIONAL POLITICS ON EMPLOYEE OUTCOMES

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Abstract: Organizational politics, defined as the use of power and influence tactics to advance personal or group interests within an organization, profoundly impacts employee outcomes across various dimensions. This paper explores the dual effects of organizational politics on employees, highlighting both its detrimental and beneficial aspects. Negative implications include reduced job satisfaction, demotivation, and hindered career advancement, stemming from perceptions of unfairness and favouritism. Conversely, adept navigation of political landscapes can lead to increased innovation, efficiency in resource allocation, and career opportunities. The paper emphasizes the importance of organizational culture in mitigating negative impacts while fostering transparency, fairness, and accountability to promote positive employee outcomes.

Index Terms - Organizational politics, job satisfaction, demotivation, hindered career advancement.

I. INTRODUCTION

Organizational politics refers to the use of power and influence tactics to advance personal or group interests within an organization. These politics dynamics can have a significant impact on various aspects of employee outcomes, affecting their performance, job satisfaction and overall well-being. In this introduction, we will explore how organizational politics can influence employee outcomes in both positive and negative ways.

Firstly, organizational politics can impact employee performance. When employees perceive that promotions, raises, or other rewards are based on political connection rather than merit, they may become disillusioned and disengaged, which can lead to decreased motivation and productivity as employees feel that their efforts are not fairly recognized or rewarded. Moreover, organizational politics can affect job satisfaction and employee morale. In environments where favoritism, manipulation, and backstabbing are prevalent, employees may experience heightened stress, anxiety, and job dissatisfaction. This negative work environment can lead to increased turnover rates as employees seek more supportive and fair workplaces.

Additionally, organizational politics can influence career advancement opportunities. Employees who are skilled at navigating political landscapes or who have strong connections with influential individuals may have an advantage in accessing career advancement opportunities. Conversely, those who lack political savvy or who refuse to engage in political gamesmanship may find their career progression hindered.

Furthermore, organizational politics can impact employee relationships and teamwork. When individuals prioritize personal gain over team objectives, it can breed distrust, resentment, and conflict among colleagues. This can undermine collaboration and cooperation, hindering organizational effectiveness and innovation. However, it is essential to acknowledge that not all effects of organizational politics are negative. In some cases, political maneuvering can lead to positive outcomes such as increased innovation, resource allocation efficiency and organizational agility. Additionally, employees who develop political skill may enhance their ability to navigate complex organizational dynamics and advocate for their interests effectively.

Organizational politics can have a multifaceted impact on employee outcomes, influencing performance, job satisfaction, career advancement, interpersonal relationships, and organizational effectiveness. While some effects may be detrimental, others may present opportunities for growth and advancement. Therefore, it is crucial for organizations to foster a culture of transparency, fairness, and accountability to mitigate the negative effects of politics and promote positive employee outcomes.

Organizational politics can profoundly affect employee performance and productivity. When promotional assignments or resource allocations are perceived as being influenced by personal connections rather than merit or performance, employees may become demotivated. This disillusionment can lead to decreased effort and engagement, as individuals feel their contributions are undervalued. Additionally, in politically charged environments, employees may engage in defensive behaviors such as hoarding information or resources to protect themselves, which can hinder collaboration and productivity.

OBJECTIVES OF ORGANIZATIONAL POLITICS

1. **Advancing Personal Interests:** One of the primary objectives of organizational politics is to advance personal interests, such as gaining power, influence, recognition, or resources within the organization. Individuals may engage in political behaviours to enhance their status or career prospects.
2. **Building Alliances and Networks:** Organizational politics often involves building alliances and networks with influential individuals or groups within the organization. By cultivating relationships and garnering support from key stakeholders, individuals can increase their influence and achieve their objectives more effectively.
3. **Navigating Organizational Power Dynamics:** Understanding and navigating the power dynamics within the organization is another objective of organizational politics. Individuals may engage in political behaviours to maneuver within formal and informal power structures, aligning themselves with those in positions of authority or influence.
4. **Influencing Decision Making:** Organizational politics aims to influence decision-making processes to promote one's interests or agenda. This may involve lobbying, persuasion, manipulation, or other tactics to sway the opinions of decision-makers or shape the outcome of decisions in one's favour.
5. **Managing Organizational Resources:** Individuals may engage in organizational politics to gain access to and control over valuable resources, such as budgetary allocations, project assignments, or opportunities for career advancement. By positioning themselves strategically and leveraging political influence, they can secure resources to further their goals.
6. **Protecting against Threats:** Organizational politics may also be driven by the need to protect oneself or one's interests against perceived threats or competition within the organization. Individuals may engage in defensive tactics to safeguard their position, reputation, or resources from challenges posed by rivals or detractors.
7. **Promoting Organizational Change:** In some cases, organizational politics can be used as a means to advocate for or drive organizational change. Individuals or groups may mobilize political support to champion new initiatives, challenge existing practices, or push for reforms that they believe will benefit the organization.

REVIEW OF LITERATURE

GANESH BHATTARAI (2021)

Organizational politics seriously affects working people and it is an unavoidable detrimental aspect of an organizational. Hence, this study was motivated to know the effect of the perception of organizational politics on employee performance and the mitigating role of impression management (self -promotional and ingratiation) for the detrimental effect of perception of organizational politics on work performance.

FIZZA RIZVI (2022)

Political skill has been attracting immense research attention in recent years. However, majority of the researches showed positive outcomes of political skill for employees. In this role of political skill in reducing negative behavioral outcomes of employees by developing job satisfaction to ultimately reduce turnover intention.

ANIL KUMAR YADAV (2022)

Employee well-being as a central aspect of organizational growth has been widely regarded and accepted. Employee well-being characterizes the individual's own cognitive interpretation of life at work. The present study attempted to examine how workplace spirituality, empathic concern and organizational politics influence employee well-being.

ALI RAZA (2019)

The impact of nepotism and favoritism as a form of organization politics on HRM practices and employee performance. The adapted questionnaire was used for data collection. Data were analyzed using SPSS. The correlation analysis revealed a significant relationship between favoritism, employee performance and HRM practices whereas nepotism has a significant association with employee performance but the insignificant relationship with HRM practices.

ERIN M. LANDELLS (2019)

The research aimed to assess proposed associations between organizational politics and employee engagement, employee stress and work meaningfulness. Very few studies have examined these associations. Structural equation modelling supported the proposed direct associations between organizational politics, operationalized as a higher order construct, and employee stress and engagement.

NEED OF THE STUDY

The need of the study organizational politics and employee outcomes, conducting a study in this area could yield valuable insights for organizations. Researching organizational politics and employee outcomes can help identify patterns and trends within different industries, organizational structures, and cultures. A study in this area can assess the impact of organizational politics on various performance metrics, such as productivity, innovation, and decision-making effectiveness.

A study in the area of organizational politics and employee outcomes can provide valuable insights into the dynamics, strategies, and implications of political behaviour within organizations. By understanding these dynamics and their impact on employee well-being and organizational performance, organizations can develop more effective strategies for promoting a positive work environment and achieving their goals.

PURPOSE OF THE STUDY

The study aims to provide valuable insights into the relationship between impact of organizational politics on employee outcomes, with a focus on the job satisfaction, engagement, and performance. Assess Organizational Health and promoting positive employee outcomes, helping organizations create healthier, more productive work environments. To understanding knowledge of organizational behavior, leadership, and human resource management.

PROBLEM STATEMENT

The problem statement for the impact of organizational politics and employee outcomes could be structured as follows. In today's dynamic and competitive business environment, organizations face multifaceted challenges arising from the interplay between organizational politics and employee outcomes. Moreover, organizational politics often correlates with adverse employee outcomes, including decreased job satisfaction, increased turnover rates, compromised well-being and productive work environment.

OBJECTIVES OF THE STUDY

1. To understand about organizational politics, its advantages and disadvantages.
2. To examine the impact of organizational politics on employee outcomes.

RESEARCH METHODOLOGY

RESEARCH GAP

Research gap between the advantages and disadvantages of organizational politics and employee outcomes could offer valuable insights into how organizations can navigate political dynamics while prioritizing the well-being and success of their employees. Any studies on organizational politics and employee outcomes are cross-sectional, providing snapshots of relationships at a particular point in time.

RESEARCH DESIGN

This study will employ a mixed-methods approach, combining quantitative surveys and qualitative interviews to gather comprehensive data on the impact of organizational politics on employee outcomes.

Population and Sample

Population: 150

Population unit: Amazon employees

Sample size: 60

Sample unit: Medchal employees

QUESTIONNAIRE:

A well-structured questionnaire with straightforward questions is employed for data gather. Close-ended, Open-ended and multiple-choice items are all included in the survey.

Data and Sources of Data

Primary data are those that have been personally collected or have been obtained with observation. It refers to original information collected specifically for a study from the filled of inquiry. It mainly obtained through the survey method using a questionnaire as the tool.

Secondary data refers to information that has already been gathered and subjected to statistical analysis. It developed through different articles, publications, journals and websites for the company.

3.4 Statistical tools and econometric models

TOOLS USED: Google forms, Microsoft excel. Charts, Bar graphs and Chi-square test

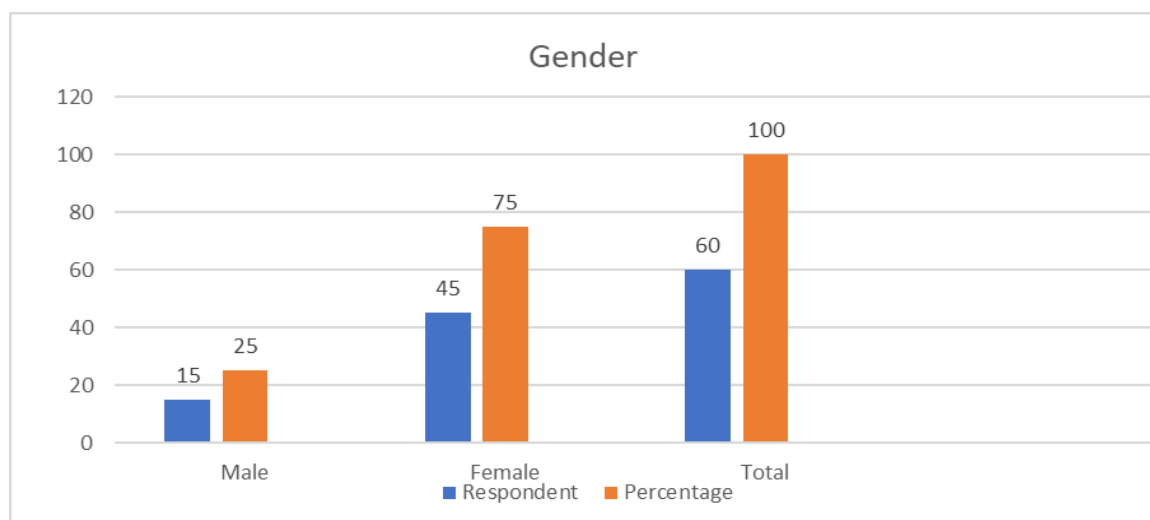
HYPOTHESIS:

H0: There is no impact of organizational politics on employee outcomes.

H1: There is impact of organizational politics on employee outcomes.

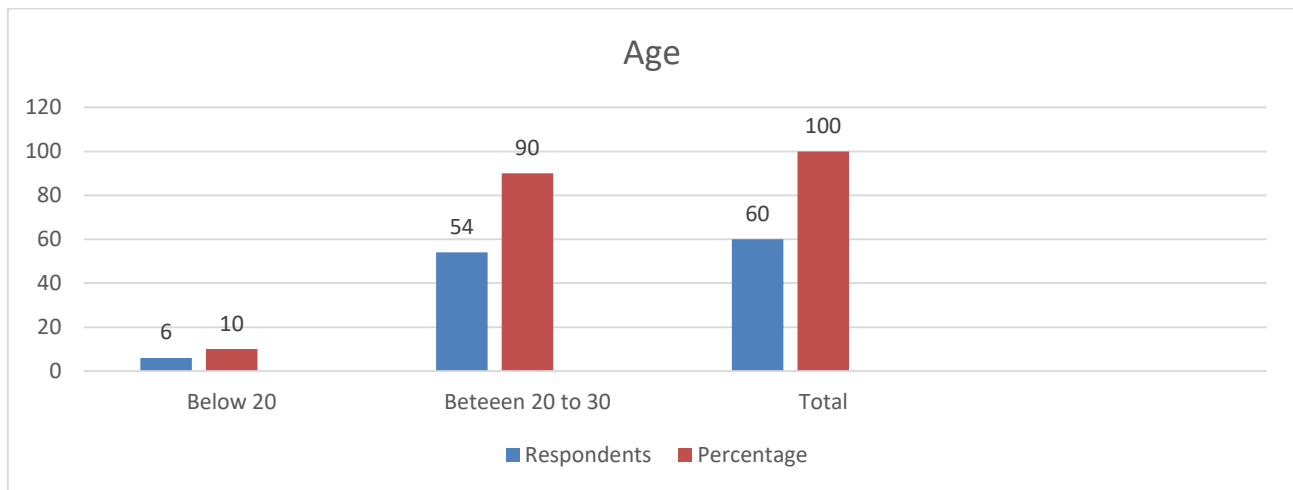
DATA ANALYSIS

1. Gender	Male	Female	Total
Respondents	15	45	60
Percentage	25	75	100



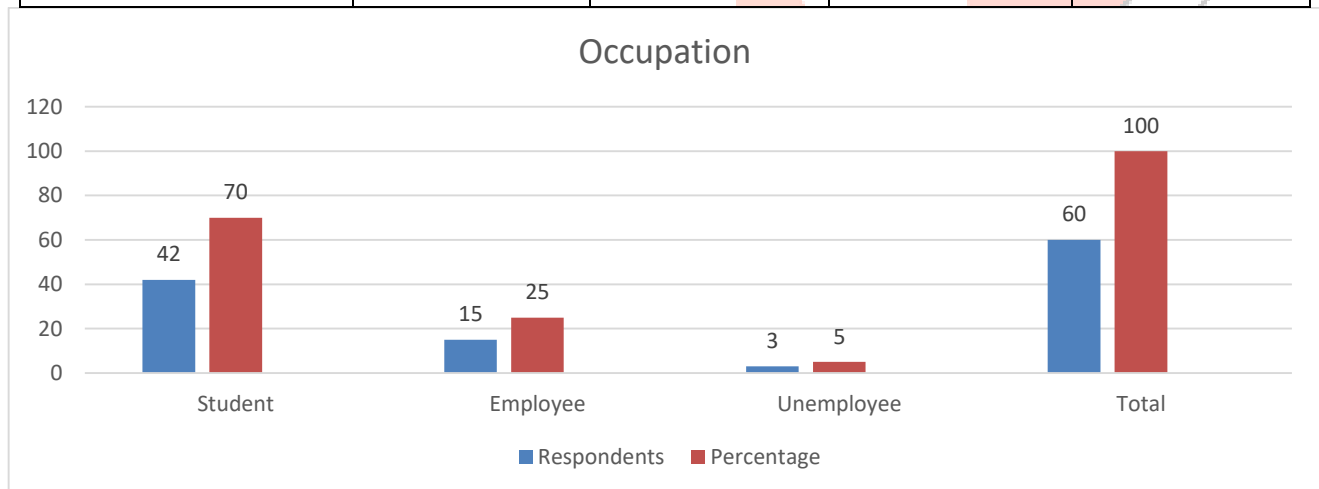
Interpretation: The total respondents are 60 out of which 25% are male 75% are female.

2. Age	Below 20	Beteen 20 to 30	ABOVE 30	Total
Respondents	6	54	0	60
Percentage	10	90	0	100



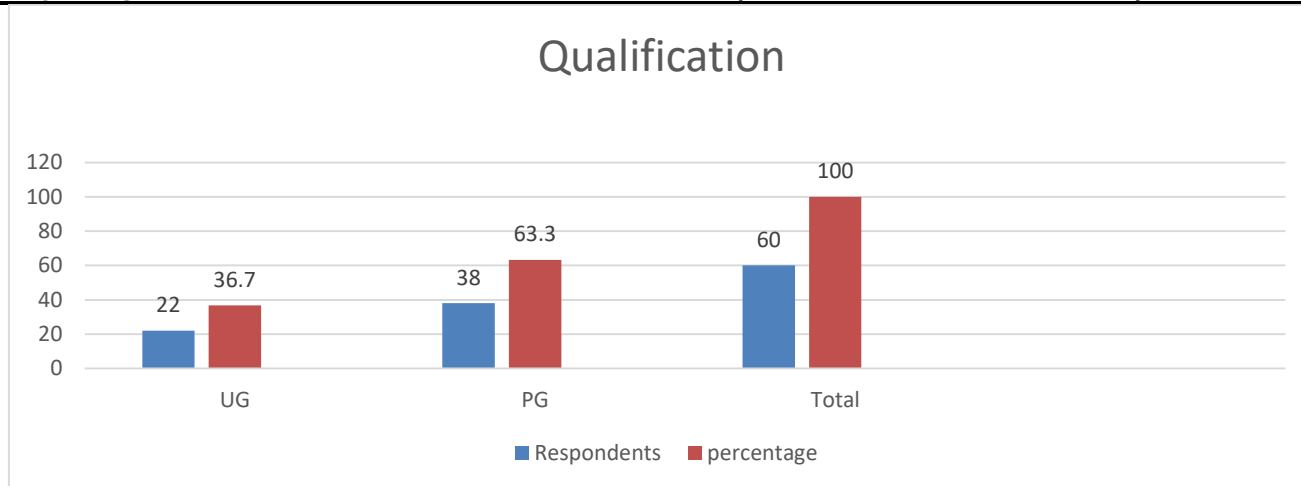
Interpretation: Majority of the respondents followed in range between 20 to 30 with 90%.

3. Occupation	Student	Employee	Un employee	Total
Respondents	42	15	3	60
Percentage	70	25	5	100



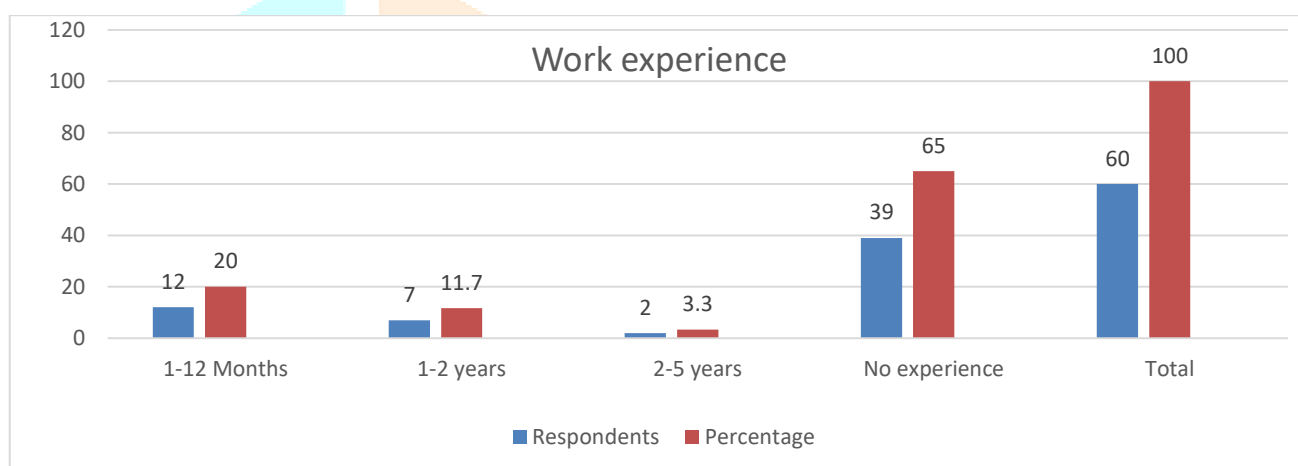
Interpretation: Most of the respondents are student which contribute with 70% and next follows with employees of 25%

4. Qualification	UG	PG	Total
Respondents	22	38	60
Percentage	36.7	63.3	100



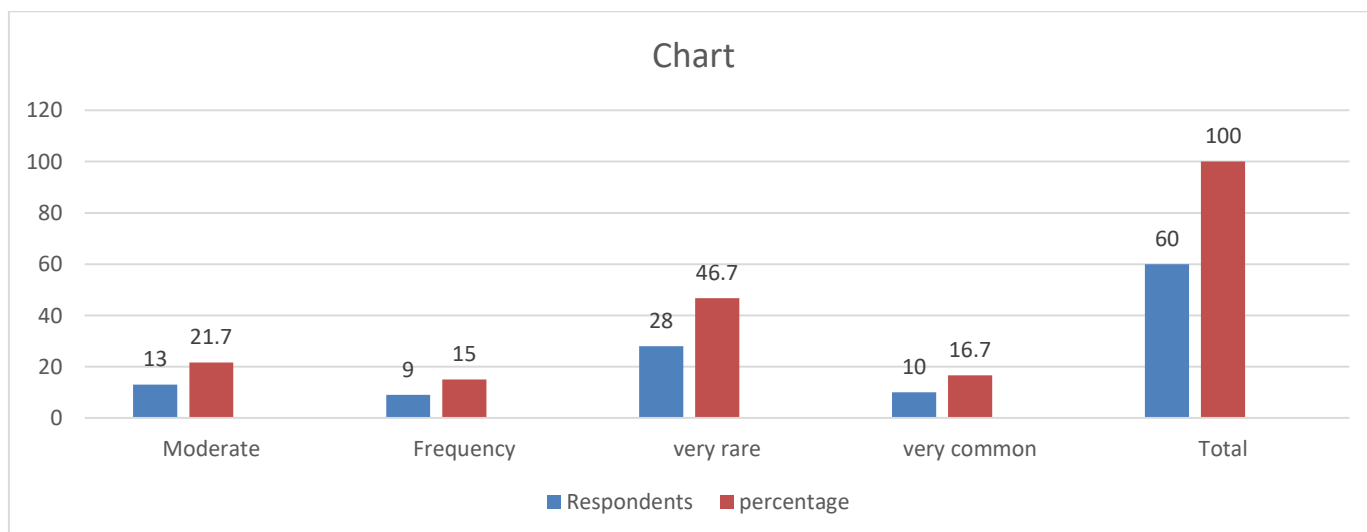
Interpretation: The most respondents are from PG of 63.3% as UG of 36.7, which follows with the difference 26.6

5.Work Experience	1-12 Months	1-2 Years	2-5years	No experience	Total
Respondents	12	7	2	39	60
Percentage	20	11.7	3.3	65	100



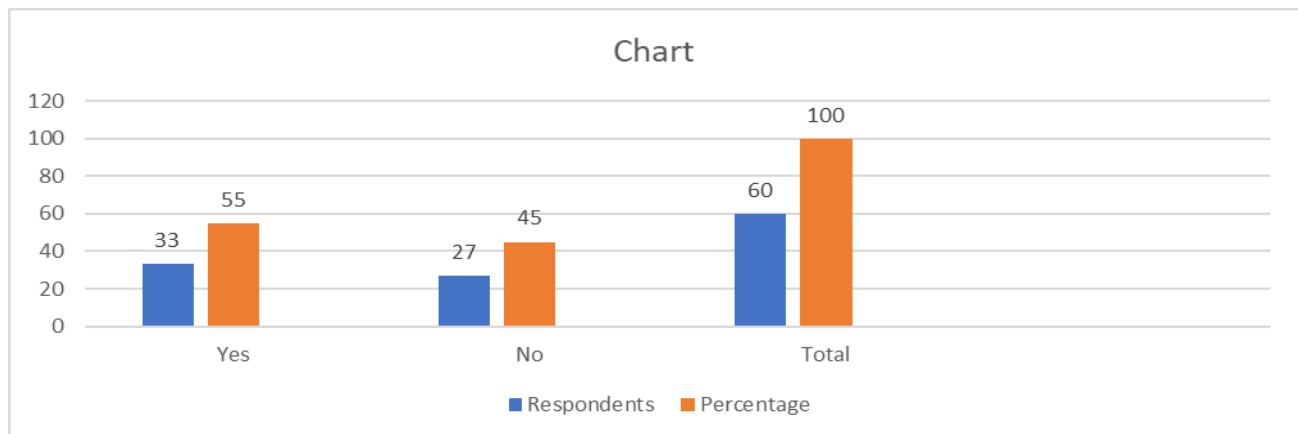
Interpretation: Most of the respondents are no experience of work with 65% and next follows the 1-12 months of work experience with 20%.

6.How frequently do you observe organizational politics within your team	Moderate	Frequency	Very rare	Very common	Total
Respondents	13	9	28	10	60
Percentage	21.7	15	46.7	16.7	100



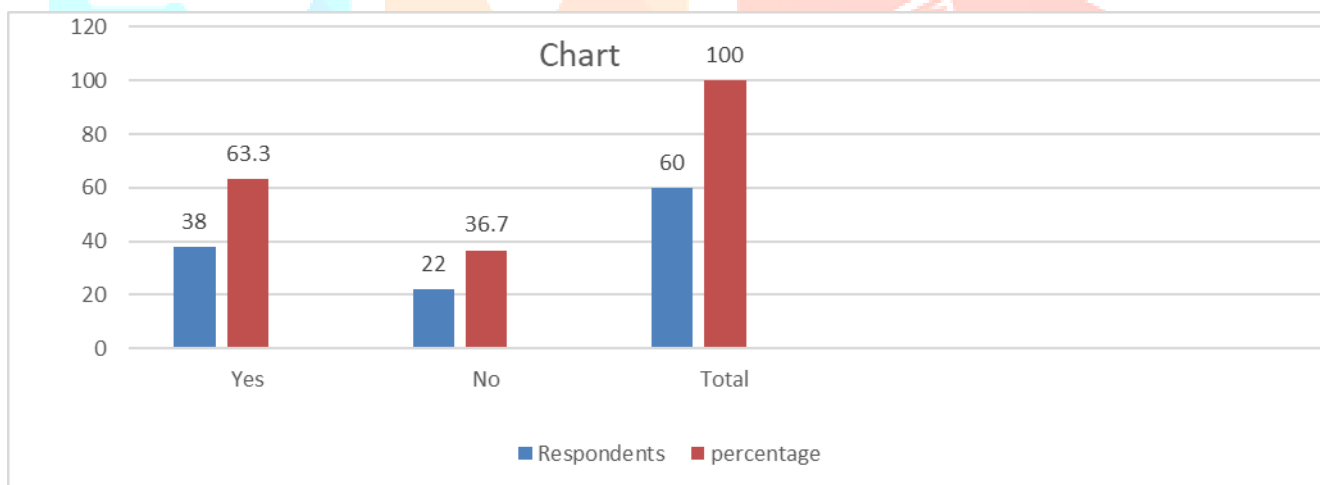
Interpretation: The respondents frequently observe the organizational politics within team very rare 46.7% and Frequency 21.7%.

7. Have you observed any impact of organizational politics on your job performance	Yes	No	Total
Respondents	33	27	60
Percentage	55	45	100



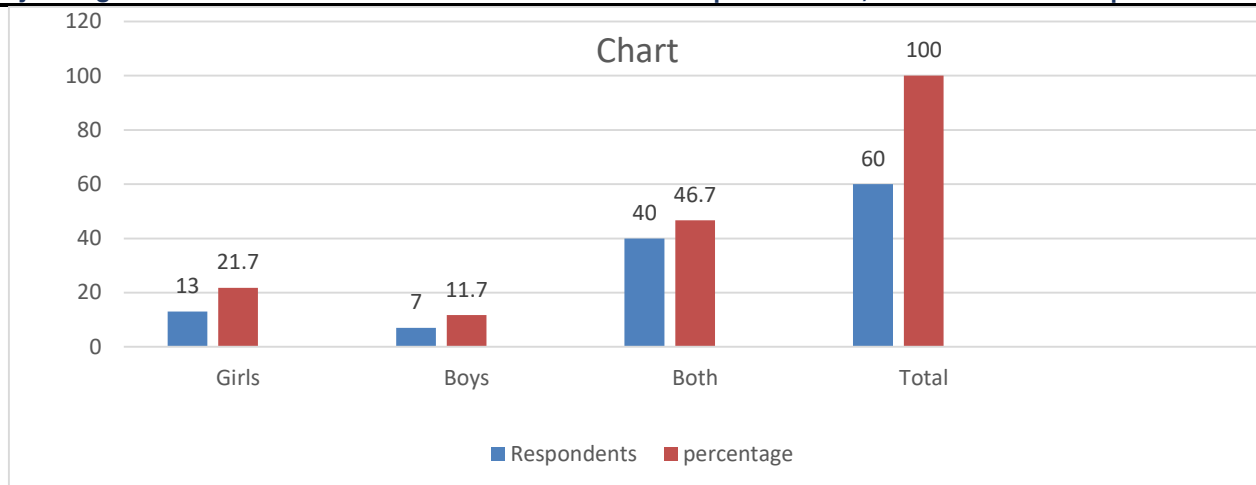
Interpretation: 55% of the respondents are impact of organizational politics on job performance and 45% were not.

8. Are you satisfied with your job?	Yes	No	Total
Respondents	38	22	60
Percentage	63.3	36.7	100



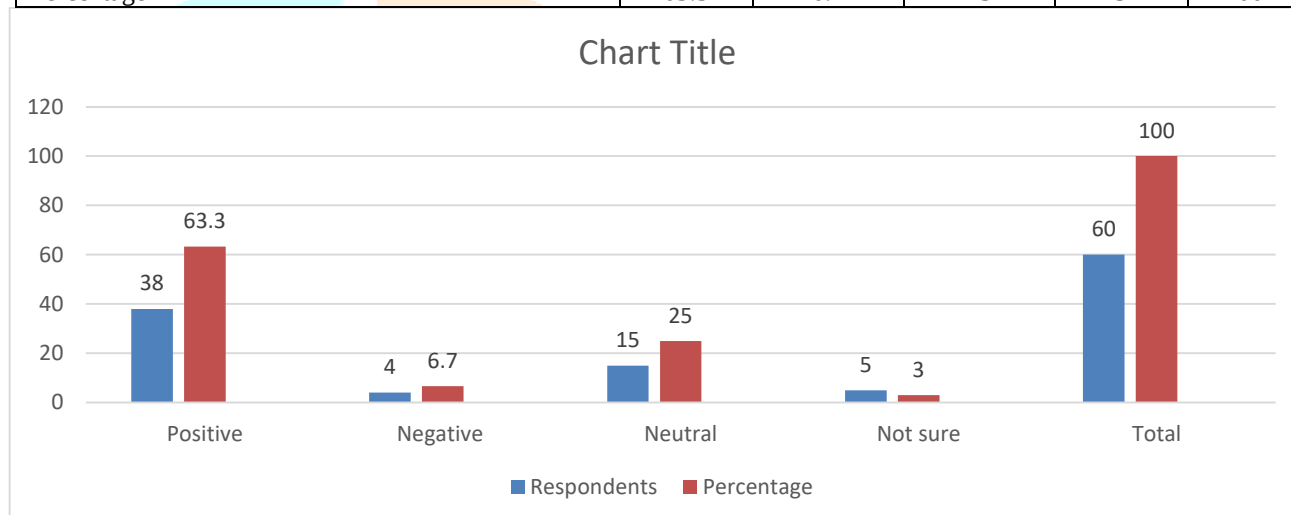
Interpretation: 63.3% of the respondents are satisfied with job and 36.7% are not satisfied with job.

9. If conducting the event in organization who gives more preferences	Girls	Boys	Both	Total
Respondents	13	7	40	60
Percentage	21.7	11.7	66.7	100



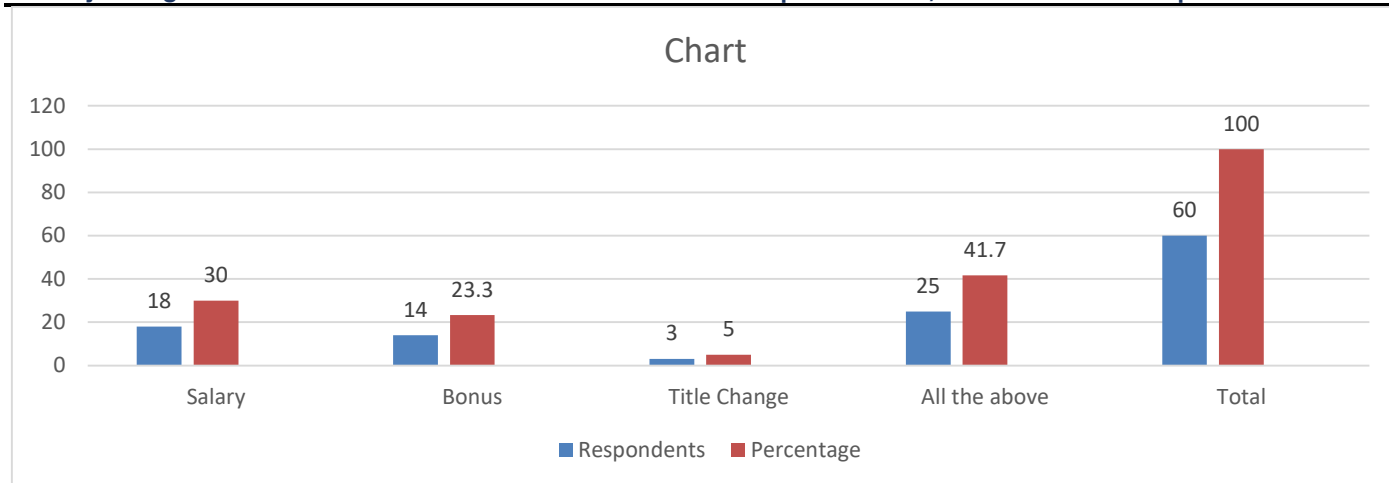
Interpretation: Most of the respondents are Both are preference of event girls and boys in organization with 66.7% and next follows with girls of 21.7%.

10. How do you impact of organizational politics on teamwork and collaboration within your team/department ?	Positive	Negative	Neutral	Not sure	Total
Respondents	38	4	15	3	60
Percentage	63.3	6.7	25	5	100



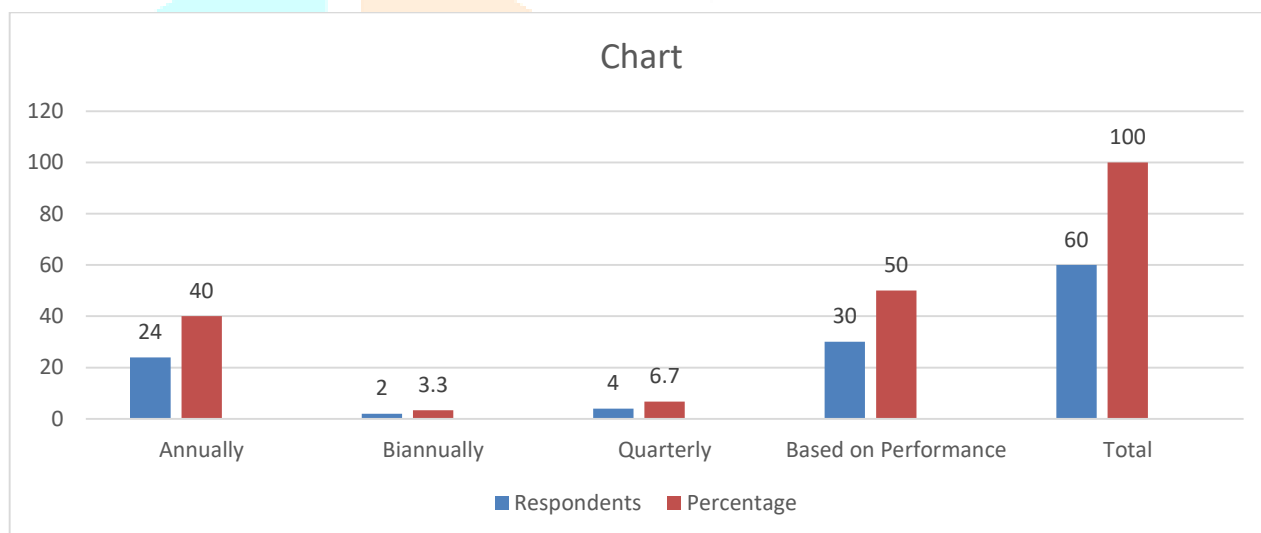
Interpretation: Most of the respondents 63.3% of positive impact of organizational politics on teamwork and collaboration with team and negative impact of 6.7%.

11. How does organization recognize and reward employees who have	Salary increase	Bonus	Title change	All the above	Total
Respondents	18	14	3	25	60
Percentage	30	23.3	5	41.7	100



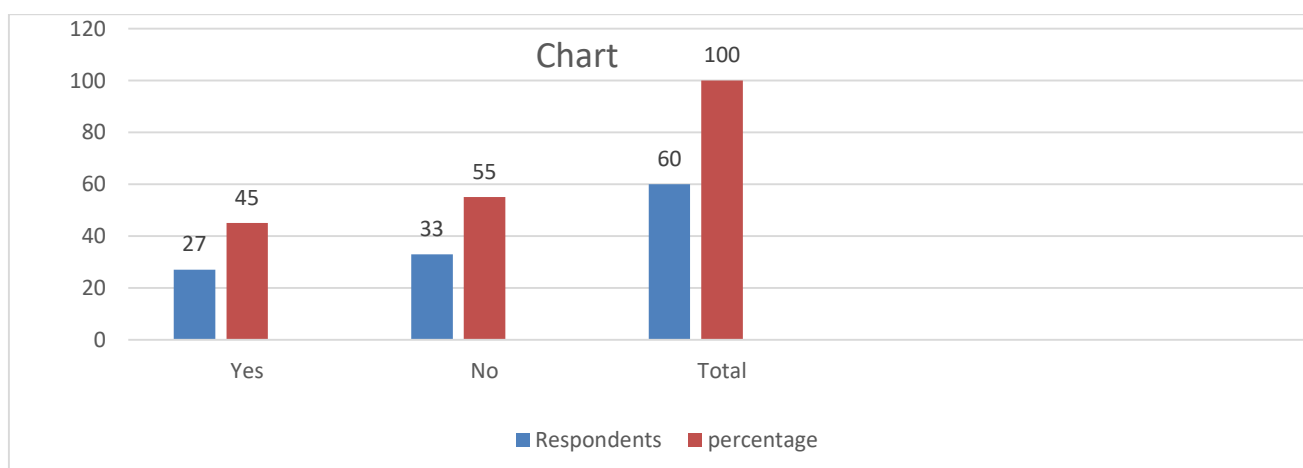
Interpretation: 41.7% follows the reward and recognize employee of organization with respectively salary increase and bonus of 30% and 23.3%.

12. How often are salary reviews conducted for organization employees?	Annually	Biannually	Quarterly	Based on performance	Total
Respondents	24	2	4	30	60
Percentage	40	3.3	6.7	50	100



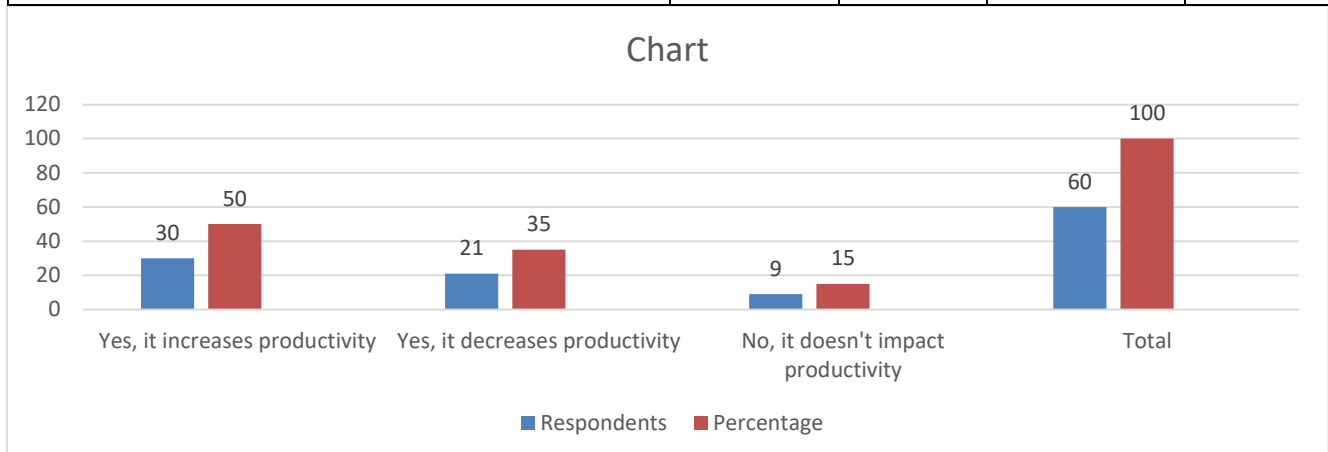
Interpretation: Majority of the respondents salary reviews conducted for organization of Employee are based performance with 40% and next follows annually with 40%

13. Have you personally experienced organizational politics in your time	Yes	No	Total
Respondents	27	33	60
Percentage	45	55	100



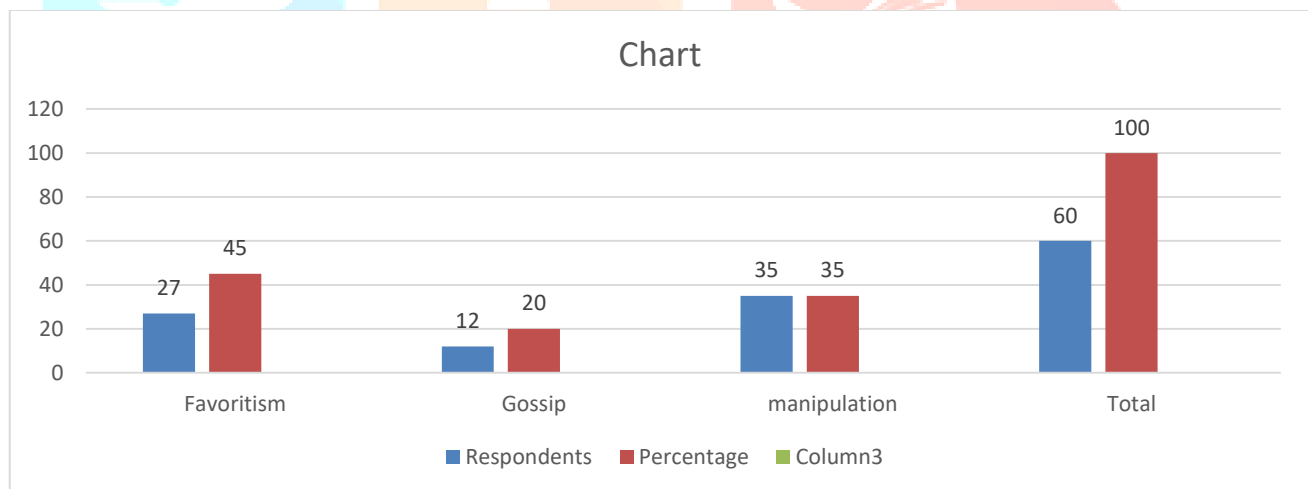
Interpretation: 55% are not personally experienced organizational politics in time and 45% of personally in time.

15. In your opinion, what are the most common forms of organizational politics observed in your workplace?	Favoritism	Gossip	manipulation	Total
Respondents	27	12	35	60
Percentage	45	20	35	100



Interpretation: 50% of the respondents are increases productivity with think organizational politics impact employee productivity and 35% of decreases productivity.

14. Do you think organizational politics impact employee productivity?	Yes, it increases productivity	Yes, it decreases productivity	No, it doesn't impact productivity	Total
Respondents	30	21	9	60
Percentage	50	35	15	100



Interpretation: Most of the respondents 45% of favoritism are the most common the organizational politics in workplace rather than gossip with 20%.

RESULTS AND DISCUSSION

Results of Descriptive Statics of Study Variables

H0: There is no impact of organizational politics on employee outcomes.

H1: There is impact of organizational politics on employee outcomes.

	High impact	Low impact	Marginal Row Totals
male	5	20	25
Female	10	25	35
Marginal Totals	15	45	60 (Grand Total)

The chi-square statistic is 0.5714. The p -value is .449692. Not significant at $p < .05$.

Since p value less than 0.5, H_0 rejected and accepted H_1 . So, there an impact of organizational politics on employee outcomes

Result			
	High impact	Low impact	Marginal Row Totals
male	5 (6.25) [0.25]	20 (18.75) [0.08]	25
Female	10 (8.75) [0.18]	25 (26.25) [0.06]	35
Marginal Column Totals	15	45	60 (Grand Total)

The chi-square statistic with Yates correction is 0.2057. The p -value is .650147. Not significant at $p < .05$.

CONCLUSION

In conclusion, organizational politics can significantly impact both individuals and the overall functioning of a company. While it can sometimes expedite decision-making and promote innovation, the disadvantages often outweigh the benefits. Excessive organizational politics can lead to a toxic work environment, reduced trust and morale, inefficient decision-making, increased turnover, stifled innovation, and poor employee well-being.

To address these challenges, organizations must prioritize positive employee outcomes such as job satisfaction, engagement, performance, retention, and well-being. By fostering a culture of transparency, fairness, collaboration, and meritocracy, companies can create healthier and more productive work environments. Investing in leadership development, diversity and inclusion, conflict resolution training, and effective communication channels are essential steps in mitigating the negative effects of organizational politics.

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