



EFFECTS OF POLITICS IN MODERN ORGANISATIONS AND ITS IMPACT ON PRODUCTIVITY: A CRITICAL ANALYSIS

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ABSTRACT:

The ability, capability, Leadership can sometimes be described as the ability to sway something or someone. This can also apply here to legislative control of the territory or maybe a province, and even an agency or just a latter has a great deal of influence and/or influence above other persons or groups. This even relates to the capability to channel given effort and materials to clearly defined goals instead than general goals. The major goal of this study is to better understand how politics affects productivity in businesses. The questionnaire survey approach was employed to conduct this investigation. According to the findings of the study, there is an emphasis Considering behaviour surrounds organizational behaviour and oftentimes imposes clout on persons who haven't had it due to their organisational structure, this course seeks to develop and exerting positions in organizations. By use of leadership must also be managed when that relates to achieving organisational goals and objectives.

Keywords: *Political Behaviour, Organizational life, Politics, Power, and Organization.*

1. INTRODUCTION:

"This isn't about what you learn or how skilled you are; it's over who you trust," an old saying goes. It's all about getting the proper positions and impact now at proper moment during an institution's tying goal in dynamics and being seen or respected either by relevant players — 'your authorities one be.' Power is power many different-to-different people. For those, dominance is seen as immoral, and for others, the further more larger the influence that hold, the further powerful it generally feel; for someone else, it holds no appeal. Power is a significant concept in an organization's behaviour that is agile and adaptable. It's the capacity to persuade people to just do what your need and to create chances there in ways your prefer.



The ideas of power and domination must still be distinguished first from nature of power. Creativity is the ability to change other individual choices and changing own authorities to ensure, consequently increasing their performance in the organization. Effect is the effect of exerting control. Another' actions in relation to you use of dominance demonstrates it. Though leadership seems to be the legal power to direct the others compel others to do something you must not wish to go do, it can only be exercised within work time.

Politics, according to Pfeffer (1992), are the processes, acts, and behaviours that allow potential power to be employed and realised. Organizations are very politicised, and power is king. The importance of power and politics in an organisation must be recognised.

Workers all share the same goal in the company: to reach the pinnacle of their careers (i.e. getting to the top of the company). This desire or ambition is not necessarily motivated solely by money considerations, but rather by a desire to gain power. Workplace politics frequently have a negative undertone as a result of bad dominant behaviours associated with employees plotting to reach the top.

Separating oneself from negative office politics can be accomplished by avoiding those who gossip about other employees and/or taking credit for work that was not done by them. When employees compete for a promotion, organisational politics can be disruptive when they go so far as to undermine the reputation of each other's office.

2. LITERATURE REVIEW:

People are willing to damage one another in order to achieve power, according to the political climate. Organizational politics has a direct impact on employee performance at work. Employees who refuse to participate in the politics of the company could be fired. To put it another way, the current political atmosphere is thought to be limiting the organization's resources and undermining staff performance (Vigoda, 2000).

Witt et al. (2002) looked into how to assess job involvement in a highly politicised setting. According to the findings, the combination of political and temperament factors of emotional stability created a major share of the total variable in interaction facilitation or psychological empowerment. Witt et al. (2002) investigated the potential association between organisational governance or management culture and a variety of work behavioural patterns using a random poll of 128 participants. Our theory was confirmed when sympathy activism was found to be significantly associated to job satisfaction, commitment, intention to leave, and manager perceptions of citizenship activities. Unfortunately, friendship was associated to job



efficiency. Despite our multiple representative value a relatively improved fit, considering politicians and loyalty as two extremes from the same construction is more efficient in order to test the proposed fit indices.

Favoritism is also one of the primary causes of occupational stress, according to Arasli & Akhter (2008). They go on to say that cronyism based on gender, ethnicity, or academic qualifications is an unfortunate but improper management approach that causes resentment, lowers employee productivity, and lowers worksite productivity capacity, causing employees to spend far too much time saying nasty things and backstabbing instead of doing their jobs. Individuals are either urged to leave the organisation or inspired to become involved in domestic politics as a result of disparity.

Individuals should be compensated based on their professional achievement, not on their personal social connections. Encourage workers to be happier, to foster social integration and peaceful coexistence among them, to instill trust in some kind of genuine understanding, to back up words with actions, to maintain a physical environment in which people can work safely, to make people feel important, to keep workers informed about the organization's culture through the requirement of clear data on vocation, and to provide the necessary knowledge and skills. Furthermore, incorporating these aspects into firms will aid in reducing staffing levels (Jain, et al.2018)

According to Hussein et al. 2018, corner desks are ideal since they have views from both outer facades, as opposed to a conventional workspace that may or may not have either. They are usually assigned to the leader of the organisation or group. This open-plan office architecture has evolved over time as technological advancements have reduced the need for a fixed landline or corporate PCs to keep up with documentation. Because giving no boundaries, no curtains, and sharing workstations is supposed to increase staff interaction and knowledge generation, there appears to be a fear that such an open attitude may reduce employee job satisfaction and seclusion, causing production to suffer.

Implementing a performance appraisal procedure, according to Corvellec (2018), is a critical step for any company, and avoiding evident tilt is also a big problem. Discrimination in job evaluations is, however, occasionally inescapable. Middle managers think about how their performance appraisal will benefit their employees, their relationship, and his career objectives. Several games have been played as part of the grading system, but whether managers confess or not, anyone might be accused of doing so. The majority of companies,



particularly HP, are looking into ways to improve the technique so that biases are reduced and scores are more equitable.

According to (Meng and Berger, 2019), politics is defined as: In the face of uncertainty and disagreement about possibilities, actions are made inside an organisation to gather, build, and deploy strength and a variety of other tools in order to achieve desired objectives. When (1) there have been ambiguous aims, (2) there is now an issue of low, (3) – anti equipment and a complex macroenvironment are involved, (4) – anti judgements are being assessed, and (5) organisation development is ongoing, political behaviour is predicted to occur.

According to Li et al. 2019, most organisations nowadays have limited resources, ambiguous goals, and complex technology. Given these factors, it appears logical to conclude that a significant part of them are fundamentally political. As a result, yesterday's directors would need to be aware with the processes by which electoral institutions earn and sustain organisational authority. This raises the question of why companies have procedures and rules in place (SOPs). In fact, such limitations are regularly imposed in order to decrease the influence of politics on a given decision. One of Max Weber's main goals in creating the bureaucratic model was to push businesses to make more "rational" decisions. To put it another way, improvements in policy statement specificity are usually inversely proportional to political actions. This is because such tactics lessen the uncertainty surrounding a choice, increasing the chances of political action.

To put it another way, the planned situational approach presented here is dynamic, meaning it will change over time as different subgroups and subgroups negotiate, haggle, and agree with others in order to achieve a better place in the institutional state machinery, according to (Gomez, L.E. and Bernet, P., 2019).

Political behaviour, according to Arokodare and Asikhia, 2020, is defined as any activity carried out with the intent of suppressing dissent or resistance. Political engagement is pointless assuming there isn't any pushback. However, it should also be remembered for a staff to implement successfully, political movement is not really inefficient. In reality, several firms have realized their his political decisions on support about their own sections are already in the benefit of the company. Secondly, keep in mind : democracy, like money, is not such a bad thing.

3. METHODOLOGY:

The method of this research is as follows:



RESEARCH DESIGN: The information will be gathered from both primary and secondary sources. A questionnaire will be used to obtain the primary data. Journal and research articles will be used as secondary sources of data.

SAMPLE SIZE AND SAMPLING TECHNIQUE: The sample size is a quantifiable unit of people chosen from a sample population for the purpose of collecting primary data on the research topic of interest. In order to understand their feelings regarding effects of politics in modern organisations and its impact on productivity, 150 persons working in notable organisations situated in metropolitan cities of India such as Delhi, Mumbai and Chennai were chosen for the study. Men and women between the ages of 24 and 55 who work at renowned organisations was targeted. The selected sample population will receive Google form questionnaires. For the purpose of selecting the sampling population, a random sampling technique will be utilised to eliminate any risk of bias and return credible data.

4. RESULTS AND DISCUSSIONS:

According to this research, the Classical Organization Theory portrays The proper duties of managers clearly show a more realistic understanding of the organisation like a logical configuration inside which jurisdiction is devolved via line of authority with institutionalised right granted on them; whereas – anti duties of organisations illustrate a more sensible perspective of the organization.

The importance of political components of power comes to the fore in this pragmatic perspective of organisations. The political power game is quite serious in today's organisations. Politics, like other parts of an organization's dynamics, is not an easy process; it varies from one organisation to the next, as well as from one subunit to the next. Walter Nord has brought to light some of the realities of political power. He proposes four (4) theories of organisational power, each of which focuses on the realities of politics.

1. Partnerships struggle for resources, power, and energy in organisations.
2. By recognising both challenges and impacts of given environments, diverse organizations that create partnerships will seek to defend respective stakes and prominent places.
3. Unequal distribution of power has a dehumanising effect.
4. One essential part of exercising power within the larger social structure is the use of power inside diverse groups.

Organizational politics has identified a number of issues that are particularly crucial to the extent to which organisations are political rather than rational. Goals, change, resources, the external environment, and technology are among them. Many organisations have become more political in recent years. They have very limited resources, make ambiguous decisions, have very vague but complex aims, have extremely complex technologies, and are undergoing drastic changes.

This variable was defined by Ferris et al (1989) as the degree to which respondents perceive their work environment to be political, and thus unjust and unfair. We used a four-item scale to examine this variable, based on earlier research (e.g., Kacmar and Ferris, 1991; Kacmar and Carlson, 1994; Vigoda, 2000a, 2000b). In both industries, the items used were comparable. The following are some examples of statements:

- 1 "Favoritism rather than merit dictates who goes forward around here";
- 2 "In this organisation, rewards are only given to those who work hard" (opposite item);
- 3 "In my department, there is a group of people who always get their way since no one wants to confront them."

On a scale of 1 (strongly disagree) to 5 (strongly agree), respondents were asked to rate how much they agreed with the items (strongly agree). A higher score indicated a more positive view on organisational politics. In the public sector, the scale's reliability was 0.80, while in the private sector, it was 0.74. Other research (e.g., 0.74 in Ferris and Kacmar, 1992; 0.76 in Parker et al, 1995, and Vigoda, 2002) showed similar results.

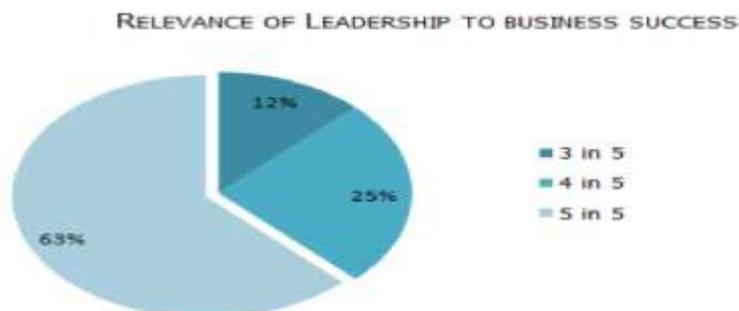


Figure 1: Relevance of leadership



5. CONCLUSION:

It's really impossible to emphasise the importance of good use of negative types of governance & leadership in private or 'non-profit' organisations since it reflects how humans work positively to one another and determines how decisions will be made. Case of a catastrophic assessment of both the fundamentals about leadership in modern companies, it is believed that a leader's expertise skills effective use of rules in such an institution are vital for attaining and sustaining authority in terms of achieving key objectives. In addition, the findings agree with Socrates, whom claimed that corporate power and elections can also be used to fix problems through consultations while eliminating misuse. Power and identity politics can be destructive and dishonest, but they can also be utilised positively to achieve the specific organisational goals, or to find the balance between a variety of experiences. And being productive, an entity must find the right balance between those with policy and authority in achieving the organizational objectives, that either means giving staff members the freedom to make choices, going to compensate top performers well and in there own job positions, but also permitting the others (many who conduct well) to scrutinise numerous different staff, as well as constructing a system of government which is easily understandable by workers.

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