

ORGANIZATIONAL POLITICS AND ITS COMPONENTS: AN OVER VIEW

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ABSTRACT

People can do anything for the sake of own benefits and when we talk about national politics they can even kill people for the same but what about the organizational politics , how actually politics starts and how politics rules the organization, is what this paper is going to contribute. In this paper researcher tries to provide a theoretical but practical perspectives of organizational politics. Further, in this paper suggestions are given to control or decline such tactics which can be hazardous to organization as well as to health of an employee.

Keywords: Politics, Stress, Promotion and Top Management

INTRODUCTION

Many people suffer in organizations because of the politics being played against them, this even hampers their career progress and the ultimate end result of such politics can be stress and depression as well. There are reasons why people play such politics, there are ways how people play such politics and there are reasons why people need to play politics.

First let's understand the basic definition of organizational Politics, there can be formal as well as informal sources of power relationships where formal powers are those power relations that are spelled out in organizational chart, these are established relations between superior and his subordinate, these formal powers govern the code of conduct at work place. But when we talk about informal power relationships this includes informal pockets and power channels and these powers are not there in organizational chart and hence are not treated as legitimate.



Fig. 1. Organizational Politics and its various components

In other words it means use of informal powers by an individual to advance his/her own benefits and aims and these can include promotions, Salary or Status in organization. Since these tactics are covert and can be highly deceptive or manipulative and sometimes it leads to Physical fight even between top executives. There number of tactics used in organizations and few of them are discussed below

Blaming or Attacking Others: If something goes wrong in an organization people try to put blame on others for failures and making look like they were not the part of the task.

Controlling information: This happens if a person A does something exceptional and B is to forward this information to C the top executive of all but what happens B does not forward to the superior results generated by A but instead forwards it such a way as he has done it.

Developing a base of support for one's ideas: we often see people creating support for their ideas so that theirs is heard all the time and it also happens when they get others to understand before meeting takes place.

Image building: There are four components of Johari window namely Open-self , Hidden-Self , Blind-Self and Unknown-self and when we talk of image building person he is actually Hidden Self he is different from heart than what he seems from face such personality is always trying to show off such things which he/she does not possess but does it in such a way that people get attracted towards him rather the deserved one.

Ingratiation: We all know what can happen if someone praises his/her Bose in front of him and builds his rapport with him.

Associating with the influential: We have people in organizations who always try to associate themselves unnecessarily with those people in power and do so to get illegal benefits.

Hatred and backbiting: Say if one is performing exceptionally in one's department and as a result he is getting benefits but this doesn't suit to his/her colleagues, so what they do, they try to speak against him such things which the particular person has not done.

Creating hostile environment: where people always try to pick small mistakes about others when the case should have been otherwise and accommodative in nature.

OBJECTIVES

1. To explore facts about organizational Politics.
2. To explore approaches to the ethics of political tactics.
3. To explore possible relationship between personality of a person and Organizational politics.
4. To explore the relationship between Organizational politics and job satisfaction.

The organizational politics basically starts when one is jealous of others and the jealous person can include superiors and subordinates working under them but what actually triggers one to go for such political tactics and the reasons are crystal clear i.e. the success of the counterpart and these tactics can be extremely manipulative and deceptive and can lead to serious injurious to the people who are powerless or don't possess expertise. But sometimes political tactics can become the goal of some people so as to protect themselves against

deceptive and manipulative tactics but again question is whether such tactics can be used or not, whether it is ethical or unethical to use such tactics and this issue can be best approached by addressing four questions which will govern whether political tactics are socially desirable or in simple words whether such tactics are ethical.

a. Utilitarian Question: Are the goals one intends to achieve by the use of tactics socially beneficial or socially harmful. The goals one is perusing to achieve through the use of political tactics should be socially desirable and these should not be at the cost of others and such tactics that contradict the organizational norms are deemed to be unethical and the best example to describe this utilitarian question can a contractual employee Z getting permanent job ahead of A who has been in line for the same post over number of years but what A does here he jumps over the deserved person just because political tactics and the Utilitarian question is self explanatory and Utilitarian approach will ask different questions like what was the criteria for getting permanent if only these contractual or daily wagers were to be considered and if it was seniority based then A deserved but Z got it by politically motivating top management or if performance was the criteria then as per Utilitarian perspective we need to analyse various performance dimensions and accordingly we can decide whether this was ethical political or unethical political tactic used by Z over A

b. Rights Question:- Do the political tactics used as means to these goals treat others in a manner consistent with their moral rights? What will happen if people are being asked to do things that they are not supposed to perform, in other words there is extreme exploitation of the person working under his superior and there are number of examples to analyse this perspective of Rights question and the suitable example again can be contractual who has no security in the organization and because of this reason he is taken control by his superior where he is forced to do too much work which as per regulation he was not supposed to do but he does it only because he no say in organization and he knows that if he utters against his boss he will be thrown out next time from the organization and as a result he is being exploited though his superiors may get promotions and they may get appreciation from others but what about those who are being exploited knowingly because they are not in power to rebel and this is what is happening to most of people working under such tenure and such tactics are clearly unethical .

c. The Justice issue: Will the political tactics lead to equitable distribution of benefits and burdens. This is again one of the important questions that one should ask about political tactics being used by others because those with less political powers are easily maneuvered into accepting a small share of organization's benefits than their abilities in comparison to others. Political tactics can be ethical if they lead to distributive justice wherein people are being rewarded as per their work and the people who are similar in relevant respects should be given similar treatment.

d. The caring question: What impact will the political tactics have on the web of relations within the organization? The far most and important question one should look at every time is what will be impact of using such tactics on established relations as we find in most of the organizations people will less power and being the victim of organizational politics always feel frustration, conflict, and feelings of failure. An individual using such tactics should not let his unethical interests to over shadow the web of social relations.

To Explore Possible Relationship between Personality of a Person and Organizational Politics

Is there any difference in terms of impact of tactics on the type of person? We can have individual with different personalities working in organization like we can have personality type A and personality B and we can have extrovert or introvert as well .So who can show higher effects of political tactics. In terms of type A and type B ,type A being arrogant and hardly cares for the things happening around him and as a result he may feel less pressurized from such political tactics but other B type personality being little lazy and shy will feel victimized by such political tactics. The same thing happens when it the case of extrovert and introvert as extroverts feel less pressurized and are able to defend such tactics as they exhibit proactive personality characters and same is not the case with introvert well if he asked to do any rubbish activity he will feel pressure from such tactics and do it though not being happy about, but he does not possess brave skills to encounter political tactics used by his boss and colleagues as well against him and what happens he feels stress, depression and it may lead to physical assault and at times such tactics then lead to serious injuries.

To Explore the Relationship between Organizational Politics and Job Satisfaction

Well such tactics can never be satisfying to a person being the victim of such tactics, when political tactics are the order of the day then victimized individual would never like to be part of the organization. Political tactics not only affect the individual but this is direct impact on the services that an individual is supposed to deliver .To explain this, lets take an example of a contractual teacher who is being the victim of such tactics. There are number of things that can happen to him ,He can be forced to drink alcohol and smoke as well ,he never likes to be the part of folk and ultimate result is that he is not able to deliver what is expected from him and as a result he is either thrown out of organization or leaves the organization. Such things happen to many people in most of the organizations now days because of the selfishness of individual for greater self benefits.

SUGGESTIONS AND CONTROL PROCESS

1. Enough measures should be take to minimize such tactics.
2. HRD has greater role to play in handling such tactics provided HRD department is not itself corrupted by such tactics.
3. An open environment should exist within the organization and there should be appropriate grievance mechanism.
4. Individuals should be given opportunity to complaint against any one if legitimate without any repercussions.
5. Only two things can be the medicine for organizational politics, the principle of live and let others live, imbibing the value system within an individual both agent using tactics and one being victimized.
6. Belief in fate is important element where people can restrict themselves from using such tactics.

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