



ORGANISATION POLITICS

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INTRODUCTION

Organization politics refer to influence attempts directed at those who can provide rewards that will help self interest of the individual.

Organization politics are Informal, Unofficial and sometimes behind the scenes act resulting in increase of power or achievements of targets



Organizational Politics



Employees who have been regularly affected by politics tend to perceive politics as negative influence where those whose interest advance through political means tend to view it as useful tool.

Organization politics are the result of individual employees and the culture of organization.

FACTORS INFLUENCING ORGANISATION POLITICS

INDIVIUAL FACTORS

- 1.High Self Monitors
- 2.Internal Locus Of Control
- 3.Expectation Of Success

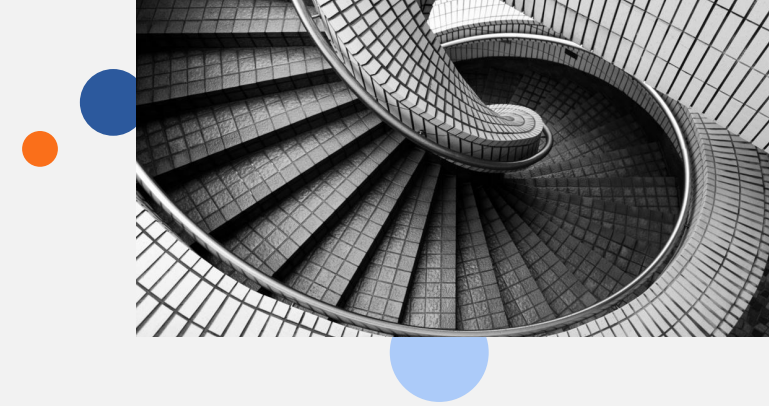


ORGANIZATION FACTORS

1. Reallocation of resources
2. Promotion opportunities
3. Low trust of employees
4. Unclear performance evaluation system
5. Self serving senior management

CONSEQUENCES OF ORGANIZATION POLITICS

- Obstruction in the flow of communication.
- Possible changes in the motive of the organization.
- Conflicts and disharmony in the organization.
- Formulations of the subgroups.
- Decreased Productivity.
- Creates confusion and misleading Environment.
- Manipulation of Classified Information.
- Decreases the efficiency of the employees.
- High Employee turnover.



MANAGING THE ORGANIZATION POLITICS



Free flowing of the communication



Removal of political norms and
Eliminating political rival.



Restricting the building of
subgroups and Controlling the
agenda of subgroups.



Strict implications of rules.



Providing sufficient resources.



Promoting the right employees
and Demoting the employee
catalyzing the politics.

THANK YOU

