

## The Influence of Organization Politics on Employee Performance in Pakistan

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### Abstract

The aim of this paper is to examine the relationship of organization politics on employee's performance in Pakistan. For this purpose previous research literature was critically reviewed and data was collected through self administration questionnaire. 250 questionnaires were distributed among the employees from different organization in Lahore, Pakistan and 230 completed questionnaires were received at a response rate of 92%. The non probability convenience sampling technique was used for the selection of sample. SPSS 20.0 was used in order to study the relationship between the organization politics and employee's performance. Pearson product moment correlation and regression analysis is used. Findings indicated that there is a negative relationship exists between organization political and employee's performance.

**Keywords:** - Organization political, Employees performance, Motivation, Job satisfaction, Job stress

### 1. Introduction

This paper examined the organization picture of their possible effects and knowledge about their idea of politics. The picture of organizational ideas toward the strength of organization and its character and quality results and provides better services to different peoples as compared to other organizations. So the above qualities show better environment in the organization. (Sparrow and Gaston, 1996). In political institute to generate relationship between employees and other investor's organization politics play an important role in this driving process. In different workplaces authority relations and control plan show a general name in an organization politics. (Pfeffer, 1992). In the field of upward worth organizational policy consists of a strong decision making power in last century. (Vigoda, 2002). At standing the ideas of organizational policies, workers' obligation and entertainment in any country tailor-made fashions which people is wanting. It is not just organization important practical facts of this wonders but they also want to participate these ideas involved in handling the teams. Through the professional goals different societies would be capable to familiarize in their performance. This information crack is anywhere the current learning desires to promote. (Bashir Hussain). Organizational politics involve a definite position of behavior and behavioral qualities, financial environment self-respect in positive manner in the direction of administrative center policy, secretarial point, and in different circumstances are significant analyst of connection in arrangement behaviors, Forret and Dougherty (2001).

### 2. Literature Review

Different researchers studied the field for success of political opinions inside the place of work, nature, previous events. It also affect going on working results. Some of the researcher says that clerical affairs of state are a collective effect procedure inside which performance of people is calculated to boost small and extended time personality importance, (Ferris 1989). The current knowledge of research shows the personality changes of different people for instance unhelpful result and period can reduce or increase and aware about the effects of organizational politics on job results. Hochwarter and Treadway (2003). It is the information that organizational politics play a negative effect on job satisfaction of employees and after different research, it is resulted that the job performance of older employees is poor then the younger employees due to lack of awareness about organizational politics. (Treadway 2005). We check a link between decision-making policy and exciting obligation with organizational politics and worker absenteeism to maintain a reasonable position of exciting brainpower. (Vigoda-Gadot and Meisler, 2010). The research examined the link among the fair position of different suitable variables organizational politics and awareness of boss with internal self-judgment and job schedule and it also use a quality structure of a theory. (Kacmar *et al*, 2009). Research from previous year has exposed that far above the ground moving talent improve outcome on diverse employment and work procedures, as well as transformational control, conflict

decision, achievement in job interview, profession routine, supposed directorial fairness, and worker fulfillment (Day and Carroll, 2004; Joseph and Newman, 2010; Mayer *et al.*, 2008; Meisler, 2012a; O'Boyle *et al.*, 2011; Sy *et al.*, 2006; Wong and Law, 2002).

They work at their best. Other researchers explained the term emotional intelligence and defined as the abilities and a capabilities of a person to organize and understand and evaluate it's on and others feeling in arrange to show thanking and achievement.(Douglas 2004; Poon, 2004). We have discovered the opportunity that the relations among exciting brainpower and employees result are arbitrating by major variables (Petrides and Furnham, 2006). However, while a hypothesis that exciting brain power donates to clearing up achievement in organizational politics was existing in the determining labor of different people nearly few year ago, it is not sufficient. Goleman, (1995).The idea of organizational politics engages person's behavior in use inside society to obtain extends and employs command and further capital to get favorite product in a condition in which present is doubt or dispute on selection. Pfeffer(1981). In different ideas from the organization, practical view of business, recommend different standard of the narrow-minded performer viewpoint and direction, benefit, control. Even with the extensive agreement on the middle of these characteristic, until union can be practical concerning the inquiry if each organizational experience can be clarifies from the supporting point of view.

**2. Hypothesis**

On the basis of above literature following hypothesis can be developed

- There is an impact of organizational politics on employee performance.

**3. Methodology**

The current study aim to determine the influence of organizational politics on employee's performance in different organizations which includes both public and private sectors. The data which collected through personal survey of different organizations in Lahore, Pakistan. Data collected from both public and private sector as well. Non-probability sampling technique was used. 250 questionnaires were distributed among the employees of different organizations out of which 230 questionnaires were received from the respondents at a response rate of 92%.

**4. Results and Analysis**

**Table 1**

Category	Classification	Frequency	Percentage
Age	21-30	111	48.3
	>30-40	90	39.1
	>40-50	23	10.0
	>50 AND ABOVE	6	2.6
Marital Status	Married	91	39.6
	Single	117	50.9
	Windowed	19	8.3
Gender	Divorced	3	1.3
	Male	173	75.2
	Female	57	24.8
Total Experience	<1	13	5.7
	>1-5	116	50.4
	>5-10	59	25.7
	>10-15	33	14.3
	>15-20	4	1.7
	>20-25	4	1.7
	>25	1	.4

TABEL 1 shows that most of respondents are male (75.2%), single (50.9%) and aged between 20-30 years old (48.3%). It is also observed that the majority of the respondents have >1-5 experience (50.4).

Correlations			
		EP	OP
EP	Pearson Correlation	1	.223**
	Sig. (2-tailed)		.001
	N	230	230
OP	Pearson Correlation	.223**	1
	Sig. (2-tailed)	.001	
	N	230	230

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table shows that correlation values between organization politics and employees performance is 0.223 (\*\*) that shows both are weak correlated and highly significant with each other.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.323 <sup>a</sup>	.150	.045	.63934

a. Predictors: (Constant), OP

Table show R =0.323 shows 32.3% variation in organization politics and employees performance. R square is the coefficient of determination which shows that 15% total variation with its linear relationship of organization politics and employees performance.

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4.855	1	4.855	11.877	.001 <sup>b</sup>
	Residual	93.197	228	.409		
	Total	98.052	229			
a. Dependent Variable: EP						
b. Predictors: (Constant), OP						

Table of ANOVA shows that the value of F is 11.877 which show the overall fitness of the model and the level of significant since the value of P (.001) is less than .05 so it is accepted that impact of organizational politics on employee’s performance is highly significant.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.007	.234		12.865	.000
	OP	-.224	.065	.223	3.446	.001
a. Dependent Variable: EP						

In table B=3.007 is the average of employee performance with in the perception of organizational politics is zero whereas .224 is the value of beta that indicate one unit increase in perception of organizational politics will bring .224 unit decrease in employee performance in the organization.

**Conclusion**

Organizational politics is one of the commonly practice in the organization. Individual use politicking skills in order to maximize their self-interest. Organizational politics can be constructive or destructive when the individual goals synchronized with the organizational goals then it will enhance the employee performance help the organization in order to create the competitive edge in the market. When the individual goals conflict with the organizational goals then it is not and effective activity for the organization. The findings of this study confirms with the findings of Enyinna (2014) that organizational politics diminishes the employee performance because organizational politics increases the job stress of the employee and in the stress level the employee cannot work at its full potential.

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