

An Assessment of Positive and Negative Aspects of Organisational Politics: A Systematic Literature Review on Psychological Wellbeing of Employees

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ABSTRACT:

Organisational politics is a social phenomenon since citizens do not always care about it. Co-workers develop informal alliances and majorities. Work involvement may be seen as a sign of a positive subjective norm that supports management or as a personality trait that hinders organisational goals. This research aims to understand corporate politics' pros and cons. This research used a systematic literature review. Organisational politics may be excellent or negative, the study found. Poor business elections are hated because of the ethical issues they imply and the worker confrontations they engender. Team member attitudes may be regarded as an indication of subjective solid norm that benefits the corporation or as a personality function that resists organisation's ideals. Contextual performance may help or hinder enterprises and organisations. Total of 20 papers were analysed and out of which 16 reviewed papers were found effective in deriving the analysis that organizational politics has negative impact on the employees performance. It was found that organizational politics has impact on psychological wellbeing of the employees.

Keywords: People psychology and perception, Organisational Politics, Organisational Behaviour, Power in Organisations

1. INTRODUCTION:

Corporate governance is crucial because it facilitates our knowledge of the informal conflict and collaboration processes that take place in businesses, rather than how the employees' motivation works (Vigoda-Gadot & Drory, 2006). In his studies on the importance of fairness, religion, and employment equivocation, Othman (2008) highlights two elements of shared leadership: the negative side, which includes simple and illegal actions, and the positive side, which should be a fundamental ability required for organisations to grow. Favorable organisational economics has traditionally been the act of promoting cooperation and having common goals; in contrast, damaging workplace sports are despised because of the moral quandaries they necessitate or the operational issues they cause.

1.1 POSITIVE FACTORS IN ORGANISATIONAL POLITICS:

Procedures and work engagement are sometimes misunderstood as corporate defences that limit and modify actual data. Organizational politics hardly ever involve internecine conflict, deceit, or covert objectives. Organizational politics has advantages that extend beyond the few wealthy individuals. In Vigoda-Gadot & Drory's 2006 book, Rosen et al. take a feminist social constructivist perspective. According to empirical research, corporate partisanship does not always have negative effects because people have various political

perspectives. A company's commitment to good workplace ethics may give it a competitive edge, particularly if its personnel are politically astute. Previously, astute managed challenging organisational circumstances, a political talent that entails employing deeds to foster trust, safety, and honesty (Drory& Vigoda-Gadot, 2010). People who can use positive effects on practises and procedures in general while ignoring negative ones are more likely to take part in constructive governance. A just, fair, and balanced political environment is facilitated by the establishment of two basic democratic skills, according to classifiers Kumar and Pandurang (2021).

1.2 NEGATIVE FACTORS IN ORGANISATIONAL POLITICS:

Despite being acknowledged as having significant potential, people still have a negative perception of organisational politics, a study reveals (Drory& Vigoda-Gadot, 2010). You would either regard it as a slight or, at most, as a mixed blessing if it is told that you were a very political person, says Block (1988). People typically have a poor view of politics, feeling stressed out and having mental health problems as well as feeling unfair, impoverished, and unequal. S. and D. D. Kumar (2021). Employees are more likely to withhold information if they believe their organisation is politicised. The voices of people and ideas may be muffled and distorted by organisational dynamics (Vince, 2001). The unpredictable, ambiguous, and self-interested nature of customers may make domestic political officials feel threatened. According to (Gupta, and Jain 2021), organisational instability, financial constraints, and disputes may all contribute to narcissism, aggressiveness, power and control needs, manipulating, status competitiveness, and ego, which further contributes to psychological health issues among employees like stress, depression, etc.

2. METHODOLOGY:

SLR is a methodical process for locating content that satisfies research goals and objectives while reducing bias. Based on inclusion and exclusion criteria, over 20 literature reviews are being thoroughly analysed, and 16 papers were deemed to be useful in analysing the study. Less open are historiographic reviews of the literature than methodical searches and analysis of the extant material. A SLR gives a thorough breakdown of the methodology, allowing others to assess the author's theories, methods, data, and conclusions.

SELECTION PROCEDURE FOR INDICATORS TO BE INCLUDED IN THE SLR BASED ON A LITERATURE SURVEY:

The planned articles for the SLR in question are displayed in flowcharts (Figure 1) that are centred on RCTs from 2009. For sorting and further research, names, the publication year, the title, and the summary were transferred to an Excel document. In Open office, each article abstract was assessed, with a focus on those that were pertinent to the study.

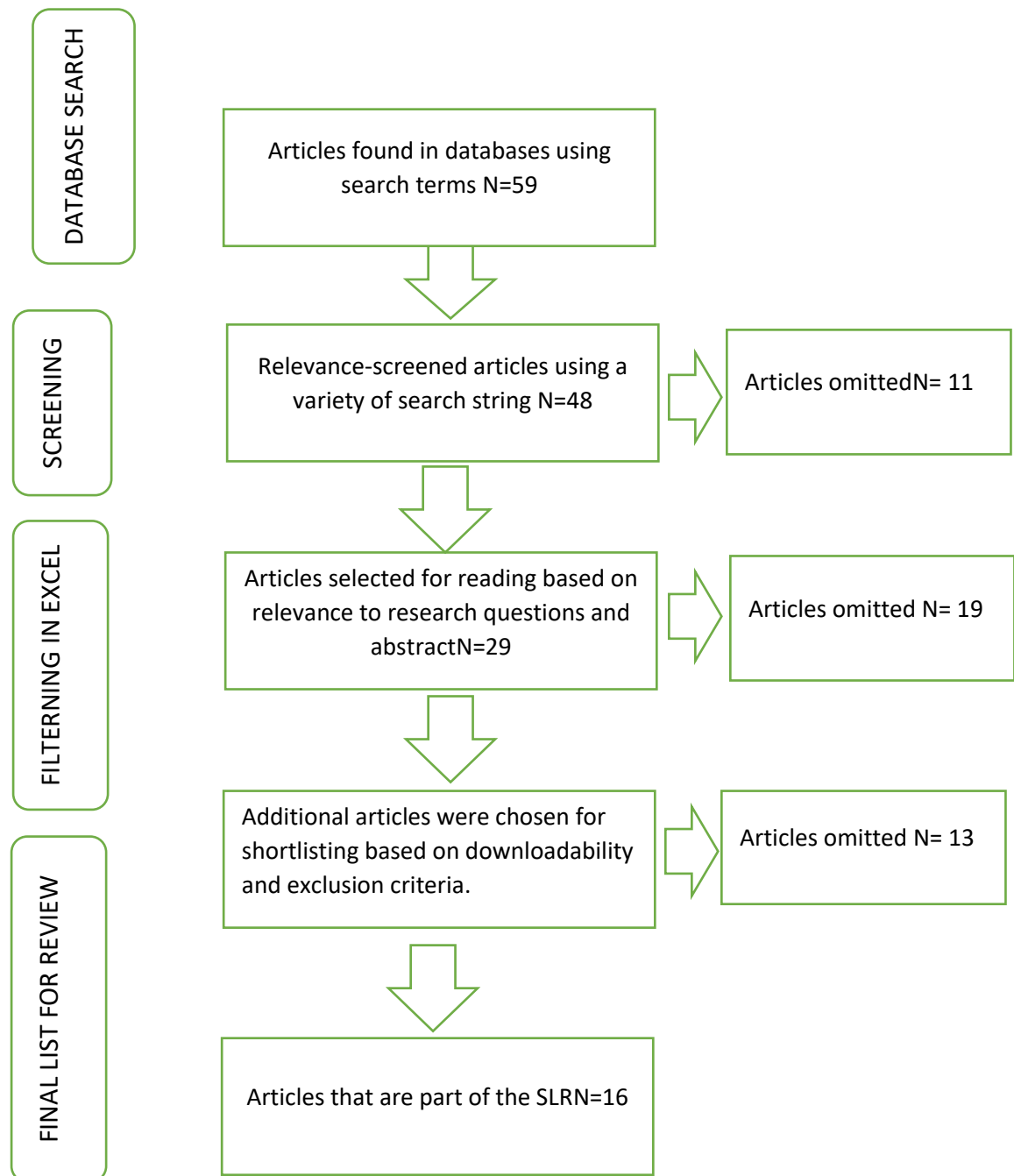


Figure 1: Literature Search process of selection of articles for inclusion in the SLR (based on the PRISMA flow diagram).

3. SYSTEMATIC LITERATURE REVIEW:

SLR searches for, arranges, and assesses information to respond to a question. It is important to correctly specify the needs prior to beginning a thorough survey. In order to produce an accurate and reproducible response to a study issue, it synthesises scientific data, incorporates all publically available material, and assesses the quality of it. Other researchers might replicate the extensive search of numerous libraries and academic journals. It necessitates the use of a methodical search strategy for a particular subject or issue. The findings reveal that the identical materials were collected, examined, and submitted on several dates. All online searches must be documented, including repository names, user interfaces, and dates searched.

Managers can assess their function as change agents and the political norms in their organisations. Organizational politics offers far more in terms of theory and application, the study will demonstrate. The most prominent technological projects are data collection and digital media, while political technology has gotten less attention.

SEARCH STRINGFORMULA: A more focused search term related to the objectives of the study was then developed. There is discussion of organisational politics, organisational power, and organisational behaviour. Planning and development were indicated by the initial data evaluation. Consider using keywords. Keywords and phrases were produced by the papers. Table 1 categorises terms that are often used.

| Used Keywords of the | Associated Terms |
|--------------------------|---|
| Organisational Politics | Organizing objectives, decision-making, productivity, and mental health |
| Organisational Power | organisational structure, management, and functional divisions |
| Organisational Behaviour | Organizational performance, cooperation, and dispute resolution. |

Table 1: Keywords and Associated Terms

4. RESULTS AND DISCUSSIONS: Below is a summary of the study's findings.

REVIEWED PAPERS:

The majority of the articles under evaluation (85%) highlighted the negative consequences of reclamation and post-reclamation techniques employed on the environment during the previous four years. The graphic below shows how this works.

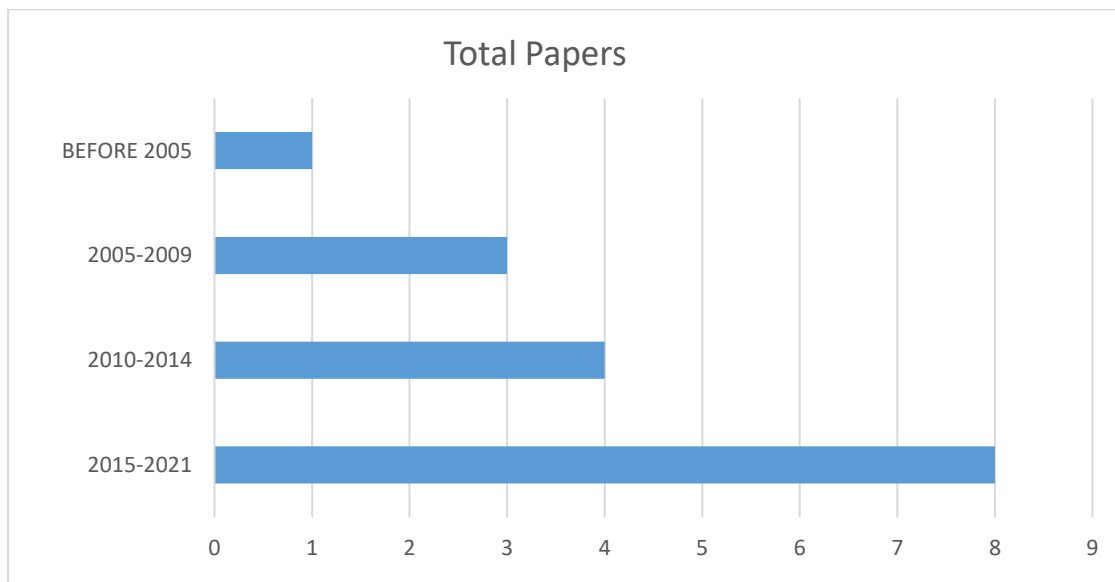


Figure 2: Number of peer-reviewed journal papers published in the SLR by year of publication.

Politically astute people exploit organisational politics as a biological influence mechanism to speed their rise to management positions, claims Mintzberg (1983). This also has an impact on their psychological health. Power plays such as bowl games may establish an enduring pattern of organisational culture. Yadav and Kulkarni both (2021) Powerful individuals engage in the "counterinsurgency game," using legal or political action as retaliation. A. Kulkarni and A. K. Yadav (2021) Managers use four different kinds of

power games to tighten their hold on authority. One of the most popular is the "affinity game," in which friends pledge to aid one another as well as advance in the game.

| | Mean | Std. Dev. | Skewness | Kurtosis |
|-------------------------------------|--------|-----------|----------|----------|
| Organizational Political Perception | 3.2781 | .83811 | -.332 | -.411 |
| Power | 3.1640 | .91811 | -.225 | -.558 |
| Creating Conflict | 3.3158 | .78258 | -.136 | -.477 |
| Employee Performance | 3.8759 | .58267 | -.439 | .014 |

The authors also covered the subject of how conflicts, power struggles, and organisational politics affect workers' productivity. Fewer authors have highlighted how organisational politics can stifle individual voices and ideas and distort them, facts that promote defence mechanisms and maintain ambiguity. Because other people frequently act in an ambiguous, unclear, and self-interested manner, employees frequently regard political settings as unfriendly. Make the case that hereditary characteristics like a desire for power and control, a propensity for deception, rank rivalry, and egotism can all take the form of a response to conditions that are common in organisations, such as uncertainty, resource scarcity, and conflict. Organizational politics have an impact on employees' mental health and further impair their performance.

CONCLUSION:

According to Provis (in Vigoda-Gadot & Drory, 2006), a "unitary" organisation is one whose members collaborate to accomplish comparable goals and objectives in a friendly setting where political activity is uncommon. Since organisations are made up of a range of people with diverse interests, internal politics are common. As a result, this might not be the case. Of course, certain personality types are more likely to engage in organisational politics than others, such as those with Machiavellian tendencies and "grand" dreams for power. Employees must be politically astute for ideas to go from one process to another, claim Lawrence et al. (2005). This can be seen as a successful result. Managers need to be aware that organisations need people who are proactive and willing to engage in political behaviour in order to produce ideas, according to Lawrence et al. (2005).

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