

Study of Trend, Dimension and Effect of Organizational Politics on Workers Performance in Public Organizations

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Abstract : Work politics could be referred to as office politics or organizational politics. Work place politics take different form, direction, and dimensions. Studies of these features of organizational politics have been conducted in the private sector and much has been left to be studied on the other side of the fence, namely in larger bureaucracies and in public sector system. This is the gap the study tried to fill. This study also focuses on the negative effects that perceptions of politics seem to have on job attitudes (i.e., job satisfaction, organizational commitment) and on affective performance. This was with a view to understanding the relevance of its effects on job performance. The descriptive survey research design of the ex-post facto type was adopted for this study since the variables being studied had already occurred and were, therefore, not manipulated. Data were analyzed using the descriptive and inferential statistics of frequency counts, simple percentages, ANOVA, and multiple regression. Findings show that the joint and relative effect of organizational politics on workers performance, planning, coordination and supervision of work (B 0.71), delaying information for carrying out work (B 0.67), criticizing and wasting time for work done (B 0.56) has contributed to workers performance. The effect could be seen as negative on workers performance. Conclusively, every employee will not react to organizational politics the same way. The 'social arsenal' or the 'social skills' of the individual are a good buffer against the potential aftermaths of organizational politics. Also, from this study, it could be concluded that the perceptions of politics have a more complex relationship with job performance, a relationship that may be different for various types of employees.

Keywords : bureaucracies, dimension, politics, trend

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