Antecedents and Consequents of Organizational Politics: A Select Study of a Central University

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Abstract : Purpose: The Purpose of this paper is to investigate the relationship of percieved organizational politics with three levels of antecedents (i.e., organizational level, work environment level and individual level)and its consequents simultaneously. The study addresses antecedents and consequents of percieved political behavior in the higher education sector of India with specific reference to a central university. Design/ Methodology/ Approach: A conceptual framework and hypotheses were first developed on the basis of review of previous studies on organizational politics. A questionnaire was then developed carrying 66 items related to 8-constructs and demographic characteristics of respondents. Jundegemental sampling was used to select respondents. Primary data is collected through structured questionnaire from 45 faculty members of a central university. The sample constitutes Professors, Associate Professors and Assistant Professors from various departments of the University. To test hypotheses data was analyzed statistically using partial least square-structural equations modeling (PLS-SEM). Findings: Results indicated a strong support for OP's relationship with three of the four proposed antecedents that are, workforce diversity, relationship conflict and need for power with relationship conflict having the strongest impact. No significant relationship was found between role conflict and perception of organizational politics. The three consequences that is, intention to turnover, job anxiety, and organizational commitment are significantly impacted by perception of organizational politics. Practical Implications– This study will be helpful in motivating future research for improving the quality of higher education in India by reducing the level of antecedents that adds to the level of perception of organizational politics, ultimately resulting in unfavorable outcomes. Originality/value: Although a large number of studies on atecedents and consequents of percieved organizational politics have been reported, little attention has been paid to test all the separate but interdependent relationships simultaneously; in this paper organizational politics will be simultaneously treated as a dependent variable and same will be treated as independent variable in subsequent relationships.

Keywords : organizational politics, workforce diversity, relationship conflict, role conflict, need for power, intention to turnover, job anxiety, organizational commitment

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