

The Influence of Wasta on Employees and Organizations in Kuwait

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Abstract : This study investigates the role of the popular utilization of Wasta within Arab societies. Wasta, by definition, is a set of personal networks based on family or kinship ties in which power and influence are utilized to get things done. As Wasta evolved, it became intensely rooted in Arab cultures, which is considered as an intrinsic tool of the culture, a method of doing business transactions and as a family obligation. However, the consequences related to Wasta in business are substantial as it impacts organizational performance, employee's perception of the organization and the atmosphere between employees. To date, there has been little in-depth organizational research on the impact of Wasta. Hence, the question that will be addressed is: Does Wasta influence human resource management, knowledge sharing and innovation in Kuwait, which in turn affects employees' commitment within organizations? As a result, a mixed method sequential exploratory research design will be used to examine the mentioned subject, which consists of three phases: (1) Doing some initial exploratory interviews; (2) Developing a paper-based and online survey (Quantitative method) based on the findings; (3) Lastly, following up with semi-structured interviews (Qualitative method). The rationale behind this approach is that both qualitative and quantitative methods complement each other by providing a more complete picture of the subject matter.

Keywords : commitment, HRM practices, social capital, Wasta

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