World Academy of Science, Engineering and Technology
International Journal of Economics and Management Engineering
Vol:11, No:05, 2017

Consequences of Employees' Perception of Political Behavior in Kuwaiti Business Organizations

Authors : Ali Muhammad

Abstract : The purpose of this study is to examine the effect of employees' perception of political behavior on their behavior and attitudes. The model tested in this study suggests that employees' perception of political behavior in their organizations leads to lower levels of job satisfaction, and organizational commitment, and higher levels of work-related stress, and intentions to leave the organization. A sample of 182 employees working in six Kuwaiti business organizations were surveyed using a questionnaire, and data was analyzed using correlation analysis, regression analysis, and non-parametric tests. Results reveal that employees' perception of political behavior is negatively associated with job satisfaction and organizational commitment, and positively associated with work-related stress and employees' intentions to leave the organization. The results of the current study are discussed and are compared to the results of previous studies in this area. Finally, the directions for future research are suggested.

Keywords : perceptions of political behavior, organizational commitment, job satisfaction, intention to leave
Conference Title : ICMDMPA 2017 : International Conference on Managerial Decision Making, Process and Applications
Conference Location : Amsterdam, Netherlands
Conference Dates : May 14-15, 2017

Open Science Index, Economics and Management Engineering Vol:11, No:05, 2017 publications.waset.org/abstracts/63036.pdf