

A STUDY ON ORGANISATIONAL POLITICS IN HIGHER EDUCATIONAL INSTITUTIONS AT TIRUCHIRAPPALLI DISTRICT (POWERS, BEHAVIOR AND PERFORMANCE OF THE EMPLOYEES)

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Abstracts

Purpose: Politics, institutional performance, administrative authority, and SDG4 are all examined and analyzed in this study. Specifically, by illuminating the interplay between the way future generations are taught and their perceptions of the power dynamics inside organizations. The researcher had constructed a model to facilitate the dissemination of information on the study field. This model provides a framework for thinking about how employees' impressions of organizational politics affect their actions and productivity on the job. Insight into the means through which individuals or groups might exert influence in order to attain their aims. It's important to assess the benefits and drawbacks of working in a politically charged environment for the sake of all employees.

The moderating model was analyzed using data from two hundred college staffs in Trichy. The information was gathered from both primary and secondary resources.

Finding: The researchers determined that a lack of office politics correlates with a reduced likelihood of employee turnover. Workers now pay little attention to office politics. Despite seldom encountering politics, employees work with a great deal of involvement. The company has to keep an eye on the workers to ensure their needs are met in a politically charged workplace. What are the approaches to assess politics may be explored further by incorporating other dimensions in the variables? Methods for Dealing with Politics? Future studies might potentially focus on other industries.

Practical implication: The organization has to keep an eye on the workers to ensure their needs are met in a politically charged workplace.

Keywords: Job involvement, Job turnover intension, Organizational politics, Perception of organizational politics, Quality of Education, Teaching Facilities.

1 Introduction

In (2004) Brandon and Seldman; Hochwarter, witt and kacmar (2000). "Organizational politics" refers to informal, behind-the-scenes operations to promote ideas, influence an organization, obtain power, or achieve other objectives. The word "politics" is generally connected with authority and behavior. The presence of politics in educational institutions improves the next

generation's education. The intersection of politics will build a relationship as in the figure 1.1. The term "politics" is often associated with authority and conduct. A connected and high-quality education for the next generation is further enhanced by the presence of politics in educational institutions. An association similar to that shown in figure 1.1 will be established when politics and economics meet.

The faculty's actions attest to the pervasive influence of institutional power and politics in the academy. How well or poorly the college's administration and faculty communicate with one another may have a direct impact on the quality of instruction offered to the next generation. Decision-making and workplace interactions are heavily influenced by power dynamics. Both notions have a significant role in shaping the actions of people and teams, and they facilitate the resolution of issues in the workplace. To illustrate, a superior in one area may have a significant impact on the actions of a subordinate in another department, but vice versa is not true. Organizational life is performed on the level of power relationships. Power, as defined by Max Weber, is the possibility that one actor in a social relationship can carry out his own notwithstanding resistance. Researchers found that politics at universities had a substantial influence and link with the performance of faculty members from different institutions, as well as with employee performance (Ahmed et al., (2020)).

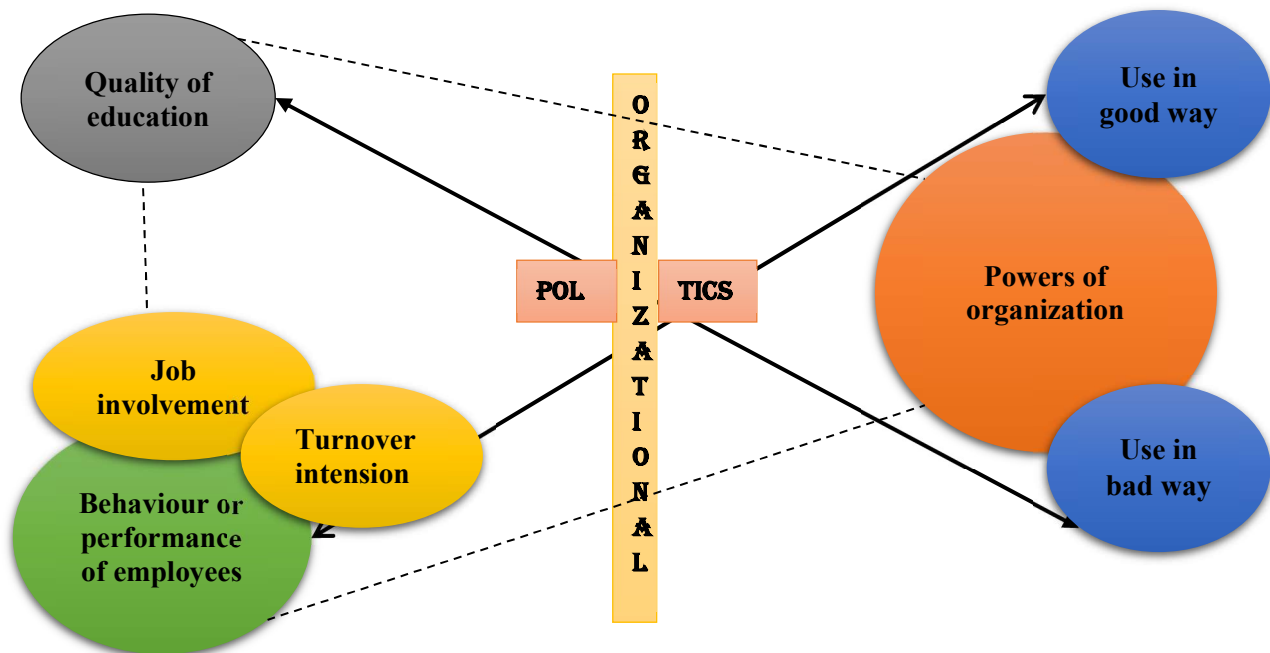
Delle, E. (2013) It has been suggested by several researchers that workers' good attitudes about organizational politics have a direct impact on their productivity on the job. There are some of them that are detrimental to workers' productivity as a whole. In order to have a thorough understanding of this issue, we measured the intersection using a number of different scales. Thus, the research aimed to determine the impact of politics on organizational power, employee engagement, and desire to leave among staffs at Trichy universities.

2. Statement of Problem

The calisaya term that appears everywhere is "politics." We progress along with politics, which may be beneficial if it helps us advance in our careers but can also be terrible if those in positions of authority abuse their authority or collude with those who do. There are proponents and detractors of the use of force in the workplace. This research aims to answer the questions of whether or not these two factors overlap in order to deliver a high-quality education to the future citizens of this country, and to what degree workplace goodness and qualities may be controlled by the power of politics.

3 Literature Review

Fig 1.1



All of the diagram's variables are shown to cross in one figure, symbolizing their interdependence. It emphasizes the study and represents the general performance that was discovered with the use of literary material that provides context for the research.

3.1 Perception of Organizational Politics usage of power towards the employees

According to Bhattarai, G. (2021) Perceptions of organisational politics are shown to have significant effects on employees, and the researcher concludes that these effects are inevitable given the nature of organisational structure. It also warns of the dire ramifications for morale in the workplace if we fail to take the pervasive politicisation of the workplace seriously. Bodla et al., (2008) The study findings indicate a high degree of partisanship in the public sector. The public sector is notoriously political, and as a result, there is a significant performance gap across different departments. Nine items were collected from the aforementioned research to create a scale that measures how people feel about organisational politics (Kacmar& Ferris,1991; Kacmar& Carlson,1994; Vigoda,2000& Kapun,2005). The participants utilised a five-point Likert scale, with one point representing a very strong disapproval and five points representing a very strong approval.

3.2 Politics and Performance of the Employees

3.21 Job Involvement

Tordumbari Julius et al., (2017) The findings of this investigation on the connection between political engagement and occupational satisfaction suggest that organisational politics have an effect on workers' sense of fulfilment on the job. Employer efforts should be directed on fostering a culture of positivity, since this is the best way to increase workers' commitment to the company and their pleasure with their jobs. **Iqbal Khan et al., (2020)** According to the results, political affiliation has no impact on employee participation. Using a Likert scale ranging from 1 (strongly

disagree) to 5 (strongly agree), the previous study's findings on work engagement (**Lodhal & kejn-er, 1965**) are referenced, and six of the twenty items on the scale are taken into account.

3.22 Job Turnover Intension

Arshad et al., (2013). Employee job satisfaction and plans to leave are also measured, along with office politics. When JB cut down on workers' plans to leave the company, a bad scenario unfolded. (**Mobley; Horner; Hollingsworth; 1978**) This intention to leave was rated on a 3-point scale. The participants utilized a five-point Likert scale, with one point representing a very strong disapproval and five points representing a very strong approval.

4 Objectives

1. To analyses how workers' impressions of office politics affect their actions and productivity.
2. To acquiring an awareness of the means through which individuals or groups may exert influence in order to attain their objectives
3. To assess the benefits and drawbacks of working in a politically charged environment for the sake of all workers.

5 Research Question

1. When faced with a changing political climate, how do educators respond? whether or if it hinders or helps workers advance?
2. How much emphasis is placed on the quality of education (SDG4) for the next generation? Even at the conclusion of the research process, this remains dubious.

6 Research Methodology

6.1 Sampling Size

From a total of 18, there are 3400 staffs working in the institutions at Tiruchirappalli district. For this analysis, the researcher included just five institutions. The population size data will be acquired from the respondents using the right routes, and the sample size will be set at 200 workers from different institutions in Trichy.

6.2 Source for Data Collection

6.21 Sampling Method

They come from a wide range of universities (colleges). Both systematic random sampling and stratified random sampling were examined for this analysis. Primary and secondary sources were used to compile the information. A predefined questionnaire was the main tool for gathering data. Distributing the questionnaire allowed the researcher to acquire primary data (Electronic Medium and paperback). Information was gathered from secondary sources including encyclopaedias, academic publications, and internet databases.

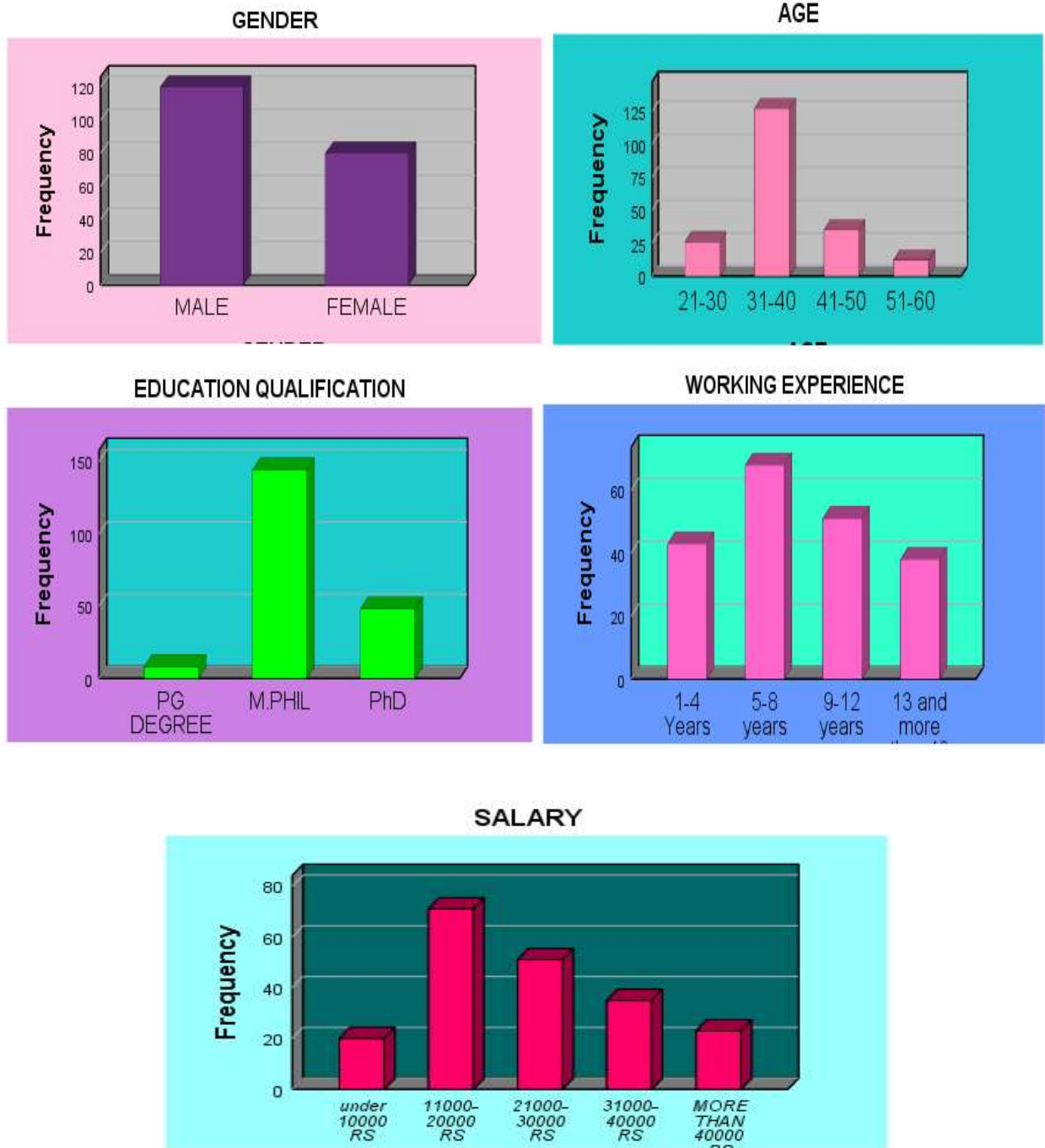
6.3 Tools for Analysis

1. Percentage analysis
3. T- test

2. Correlation

4. Regression

Percentage Analysis



7 Hypothesis

One goal is to look at how workers' impressions of office politics affect their actions and output.

H1: There is a significant relationship between perceived organizational politics and behaviour or performance of the employees

Correlation analysis table 1

	POP	JI	JTI
POP	1		
JI	.042	1	
JTI	.182	.089	1

*. Correlation is significant at the 0.05 level (2-tailed).

Reporting Pearson Correlation:

It draws conclusions about the connection between employees' impressions of organisational politics and their actions or output at universities. Worker behaviour at the university was found to be positively and statistically significantly influenced by the intersection of political ideology ($r=0.042, 0.089, 0.182, p 0.05$) and two independent variables, job involvement and job turnover intention. this means that H1 does not have a lot of backing. While there is a correlation between POP and JI with JTI (.089,.182 > 0.05), there is no correlation between POP and JTI with JTI, suggesting that an increase in perceived workplace politic leads to an increase in job turnover intention. In this sense, there is a link between JI and politics. However, there is no strong correlation between POP and JTI.

2 Acquiring an awareness of the means through which individuals or groups may exert influence in order to attain their objectives

H1: There are significant difference in perceived organizational politics (POP) between the male and female respondents.

Table 2 Comparison of Men and Women in Organizational Politics (POP)

Independent Samples Test												
		Levene's Test for Equality of Variances				t-test for Equality of Means						
		Mean	SD	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
											Lower	Upper
POP	MALE	3.4750	.29166	1.985	.160	.273	198	.785	.01111	.04067	-.06910	.09132
	FEMALE	3.4639	.26623								-.06769	.08991

In order to examine the differences between male and female POP, a t-test was performed on independent samples (male influence politic or female influence politic in the organization). Males averaged 3.48, whereas females averaged 3.46, although this difference was not statistically

significant ($t = (198) = 0.273, p=0.785$). There was no statistically significant difference in the means (.011, 95 percent POP -.069 to.089). As a result, H1 was disproved ($p>0.05$).

H2: There are significant difference in perceived organizational politics (POP) and their Age (only age group of 31-40, 41-50 highest respondent)

Table 3 shows the correlation between age and POP in organisations.

The idea investigates the age bracket likely to produce a politicised individual. We categorise the respondents as (21-30,31-40,40-50,51-60). The analysis of variance shows that there is no statistically significant difference between the groups' POPs scores ($F=.591, P> 0.05$). To determine which age range is responsible for stoking campus politics, we calculated the mean difference between each cohort. Since the Levene test fails to show any statistical significance. Consequently, H2 cannot be accepted ($p>0.05$).

<i>Table 3 one-way ANOVA results</i>			<i>Test of Homogeneity of Variance</i>		<i>ANOVA</i>
<i>Pops (Age)</i>	<i>Mean</i>	<i>Std Deviation</i>	<i>Levene statistic</i>	<i>Sig</i>	<i>F</i>
21-30	3.4316	.29703	1.390	.591	.622
31-40	3.4628	.25917	.247		
41-50	3.5048	.32377			
51-60	3.5370	.35083			

H3: There are significant difference in perceived organizational politics (POP) and their employee's qualification.

The dissimilarity between organisational politics (POP) and competence is shown in table 4.

This theory investigates the threshold of educational attainment beyond which workplace politics become pervasive. Our survey participants were sorted into three categories: (PG Degree, MPhil, PhD). The analysis of variance shows that there is no statistically significant difference between the groups' POPs scores ($F=.637, P> 0.05$). Mean difference between difference level of qualification which may be one of the causes for the politics in higher educational institutions. The details of which are shown in Table 4. Since the Levene test fails to show any statistical significance. The results did not back up H3 ($p>0.05$).

<i>Table 4 one-way ANOVA results</i>			<i>Test of Homogeneity of Variance</i>		<i>ANOVA</i>
<i>Education qualification</i>	<i>Mean</i>	<i>Std Deviation</i>	<i>Levene statistic</i>	<i>Sig</i>	<i>F</i>

<i>PG Degree</i>	3.4861	.22954	.488	.637	.530
<i>MPhil</i>	3.4568	.27061	.615		
<i>PhD</i>	3.5093	.31911			

H4: There are significant difference in perceived organizational politics (POP) and their employee’s work experience.

Table 5 shows the correlation between years of experience in the workforce and differences in organisational politics.

Specifically, this hypothesis seeks to determine whether years of work experience are associated with a more politically charged workplace. We categorise the respondents as (1-4years, 5-8years, 9-12years, 13 and more than 13 years). According to ANOVA, there is no statistically significant difference between the groups' POPs scores (F= 1.370, P> 0.05). When attempting to understand the root of political tensions at universities, it might be helpful to calculate the mean difference in educational attainment across faculty members. which may be shown in Table 5. Since the Levene test fails to show any statistical significance. So, H4 was disproved (p>0.05).

<i>Working Experience</i>	<i>Table 5 one-way ANOVA results</i>		<i>Test of Homogeneity of Variance</i>		<i>ANOVA</i>	
	<i>Mean</i>	<i>Std Deviation</i>	<i>Levene statistic</i>	<i>F</i>	<i>Sig</i>	
<i>1-4 years</i>	3.4548	.28152	1.874	.135	1.370	253
<i>5-8 years</i>	3.4265	.27122				
<i>9-12 years</i>	3.5272	.24429				
<i>13 & more than 13 years</i>	3.4912	.33546				

H5: There are significant difference in perceived organizational politics (POP) and employees pay scale.

Organizational POP vs. Employee Pay Scale Variation Table 6.

In order to evaluate this hypothesis, we look at the correlation between salary and the presence of office politics. We categorised the responses as follows: (under 10000Rs, 11000-20000Rs, 21000-30000Rs, 31000-40000Rs, more than 40000Rs). Analysis of variance shows that there is no statistically significant difference between the groups' POPs scores (F= 1.191, P> 0.05). When attempting to understand the root of political tensions at universities, it might be helpful to calculate the mean difference in educational attainment across faculty members. This may be seen in Table 6. The Levene test fails to show any real significance. The hypothesis H6 is thus not supported (p>0.05).

3 It's important to assess the benefits and drawbacks of working in a politically charged environment for the sake of all workers.

<i>Pay scale</i>	<i>Table 6 one-way ANOVA results</i>		<i>Test of Homogeneity of Variance</i>			<i>ANOVA</i>
	<i>Mean</i>	<i>Std Deviation</i>	<i>Levene statistic</i>	<i>Sig</i>	<i>F</i>	<i>Sig</i>
<i>Under 10000Rs</i>	<i>3.5667</i>	<i>.20039</i>	<i>1.356</i> <i>.251</i>		<i>1.370</i>	<i>.253</i>
<i>11000-20000Rs</i>	<i>3.4507</i>	<i>.28538</i>				
<i>21000-30000Rs</i>	<i>3.5033</i>	<i>.27249</i>				
<i>31000-40000Rs</i>	<i>3.4159</i>	<i>.29192</i>				
<i>40000Rs to above</i>	<i>3.4589</i>	<i>.32186</i>				

Hypothesis

H1 There is a significant impact (positive and negative) of organizational politics over their outcomes.

The hypothesis examines whether or not job participation has any effect on one's standing in the workplace owing to intra-office politics. In order to determine whether or not H1 holds, we ran a regression on the predictive variable JI and the dependent variable pops. The fact that JI is not a significant predictor of POPs ($F = .344, p .05$) suggests that office politics have little effect on JI's performance ($b = .034, p .05$). Due to institutional politics in higher education, the study's findings suggest that they have little influence on faculty engagement on the job. For the better, this turns out to be the case. More so, the model barely accounts for 0.2% of the variance ($R \text{ square} = .002$), which is very low.

Also, this hypothesis investigates whether or not organisational politics have a substantial role in employees' decisions to leave their current jobs. Pops was used as the dependent variable in a regression analysis with JTI as the predictor. There is a correlation between JTI and POPs $F (b = .106, p0.05)$, suggesting that JTI is influential because of office politics. The findings suggest that the politics of universities have an influence on workers' intentions to leave their current positions. The result is undesirable consequences. Additionally, the R squared value is.033. The results are summarised in Table 7.

Table 7 Regression

<i>Hypothesis</i>	<i>Regression weights</i>	<i>Beta coefficient</i>	<i>R square</i>	<i>F</i>	<i>T -Value</i>	<i>P -Value</i>	<i>Hypothesis supported</i>
H1	POPs-JI	.034	0.002	.344	.586	.558	NO

H1	POPs-JTI	.106	0.033	6.750	2.598	.010	YES
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8 Suggestion and Conclusion

Perceived organisational politics has been linked to a decline in productivity, according to certain studies. Some portray both the bright and dark sides of political life (Bodla, M. A., & Danish, R. Q., 2008). The purpose of this study was to examine whether or not the POPs were related to the effectiveness of university staff. Increasing levels of workplace politics were associated with more job turnover intent, but there was no correlation between levels of POP and levels of JI or JTI (.089, .182 > .05). In this sense, there is a link between JI and politics. POPs, on the other hand, are unrelated to JTI in any meaningful way. The results of the research show that office politics significantly increase the likelihood of employee turnover (which makes the facilities leave their job). In contrast, work dedication and perceptions of organisational politics will eventually have no effects on each other. Employees believe politics in the workplace negatively affects their productivity and morale and will never improve. Employees may have to confront them directly. One of the shortcomings of the research is that it only provided brief explanations on how to deal with politics. Research suggests that pay raises, promotions, and other forms of recognition may go a long way toward making workers happy in the workplace. There will be several benefits for the company and its workers. Employee turnover is decreased and the quality of life in the workplace is maintained when political influences are rejected.

To break it down, those in positions of influence are able to accomplish their objectives via the efforts of their workers or the institutions they lead. Demographic variables such as age, sex, educational attainment, job experience, and salary were taken into account by the researcher to analyze, the influential power through employees or organizations gets their goals achieved. The ANOVA comparison of means led the researcher to the conclusion that none of these variables was statistically significant.

Table 8 ANOVA (mean comparison)

<i>Factors Mean</i>	<i>Highest</i>		<i>Std Deviation</i>
<i>Gender</i>	<i>Male</i>	<i>3.4750</i>	<i>3.4639</i>
<i>Age</i>	<i>51-60</i>	<i>3.5370</i>	<i>.35083</i>
<i>Educational qualification</i>	<i>PhD</i>	<i>3.5093</i>	<i>.31911</i>
<i>Years of experience</i>	<i>9-12 years</i>	<i>3.5272</i>	<i>.24429</i>
<i>Pay scale</i>	<i>Under 10000Rs</i>	<i>3.5667</i>	<i>.20039</i>

The above-mentioned variables have the greatest mean among the group, and they are the primary causes of politics in the workplace. Employees are negatively impacted by these variables, which ultimately leads to their departure from the company. The politics of workers may be influenced

in a good and healthy motivation towards their attitude and employment, which can help to overturn negative politics and create a more pleasant work atmosphere and better relationships amongst employees. A healthy and productive work environment is fostered by a favourable political climate, which may be fostered through this. If the educational institutions lack to reduce the political, it may lead to disturbance in their job involvement which in turn could have unfavourable effects on other variables such as stress, work-life balance, etc.

The positive gains of politics were in a political atmosphere teaching faculties were very much involved in their job, which may create a way for good and quality education to the upcoming younger generation. Teaching faculties react to the political environment in a positive sense, not by fully engaging in politics but to some extent which is quite common in the place of grouping people. The demographic factors push the employees to think about negative aspects and risks in their job, leads a higher level of politics leading to increase job turnover intention risk the institution and colleges, where good quality employees may move out of the organization. By Consideration of the organizational view to overcome politics. Politics can't destroy completely. The study concluded that the lower the politics in the working atmosphere, low the turnover intention. Nowadays, employees don't consider the politics in the working area. Employees work very much involved even though they face politics hardly. The organization should keep an eye on the employees to satisfy them from the intersection of issues faced by the employees in a political work atmosphere. Further investigation can be made on What are the ways to measure politics by including more dimensions in the variables. How to handle politics? Other sectors can also be taken for future research.

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