

HIGHER EDUCATIONAL POLITICS DIVERGENCE ON QUALITY OF EDUCATION THROUGH THEIR BEHAVING ATTITUDE AND PREDOMINANT POWERS OF EMPLOYEES

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ABSTRACT

This study considered organizational politics as the source of the climatic change in their behavior and outcomes of teaching facilities in the organization (colleges). By combining perception of organizational politics (pops) job involvement organizational commitment and quality education theory a moderating model has being developed by the researcher. This model brings out the relationship between perception of organizational politics and behavior among the employees in the organization. Examine employees work out come and also increase qualified teachers. To identify the problem faced by the employees regarding climatic change due to political behavior in the working atmosphere. The results open out that organizational politics has both positive and negative influence over the outcomes and behavior of the employees. Perception of organizational politics has a direct and indirect relationship with the behavior such as job involvement and organizational commitment. This makes the employees down and stressful but they overcome this politics by themselves in the working condition. Due to the various affecting factors outcome of the teaching facilities will also affected. This will have a greater impact in the quality of education and the next generation will be affected to a greater extend.

Keywords: Organizational politics, job satisfaction and job commitment, quality of education, teaching facilities.

1 INTRODUCTION

Education is the institution through which values are transmitted to the societal member. The importance of teaching faculty in the education system are nation building, making of good citizen inculcating the cultural heritage to the younger generation. The quality comes from the personal insight and the quality of their professional preparation (**Duggal 2005**). Sustainable Development Agenda (SDG 4) is to ensure that all have good education from schooling to higher education and this goal connects to the present discussion of education policy, which is focused on a number of different indicators and standards. (**Ozga 2012; Cardoso and Steiner-Khamsi 2017**). The researcher covers areas such as (i) behavioral of employees in a political atmosphere and how it affects the quality of education (ii) Commitment of employees in political circumstance. (iii)

Identify the problem faced by the employees regarding climatic change due to political behavior in the working atmosphere

Organizational politics is significant because of the impact it may have on outcomes including job satisfaction, employee motivation, organizational commitment, job performance, and organizational citizenship (Donald, Bertha & Lucia, 2016). Keeping workers committed has become a key difficulty for both private and public sector firms in today's uncertain work climate, when employees confront increased uncertainty in their everyday activities and a decreasing sense of job security. (Nidhi & Prerna, 2015; Gotsis & Kortezi, 2010). The influence of organizational Political concerns on our lives, both directly and indirectly, is substantial. (Opoku and Arthur 2018). Organizational politics is significant because of the impact it may have on important workplace outcomes including job satisfaction, employee motivation, organizational commitment, job performance. (Donald, Bertha & Lucia, 2016). With the political climate shifting, the quality of education at universities is under doubt. For the sake of the local ecosystem and standard of living, it is imperative that the next generation get a top-notch education. (Swaminathan, 2001). Adjustment to the political climate at educational institution may be made and the measures needed to achieve the SDG of providing a quality education can be recognized.

2 LITERATURE REVIEWS

EFFECT OF CLIMATE CHANGE → POLITICAL ATMOSPHERE → QUALITY OF EDUCATION

Effects of climate change lie in many criteria in which the researcher had concentrated on very few areas such as employee commitments and behavior of the employees in the political atmosphere.

EFFECT OF CLIMATE CHANGE → QUALITY OF EDUCATION EFFECTED OR NOT?



2.1 Politics and Education Quality

Joseph, Stephen -. 2015 the researcher found that Education institution and working facilities are face more pressure in their work life as they have to fulfill the expected role in the society and long term sustainable development change. What should be taught are decided on the heavy influenced by the political society? Political action become a well-known force in education system throughout the nation. This paper explores that the various ways in which the teachers in higher education are survive in perceived threat of political interference. Due to the political

intervention the quality of the education will be a questionable one. The result of the study influenced that the teachers should be comes out to terms with the reality of politics what they are facing in the curriculum and find ways to function optimally in any given political context.

2.2 Politics and Job Satisfaction

Iqbal Khan, Tariq, Rudsada Kaewsang-on, Mubashar Hassan Zia, Sheraz Ahmed, and Abdul Zahid Khan. (2020) researcher found that worker's views on politics had an impact on their well-being and performance on the workplace. Age moderation in political perspective is also discussed. It was shown that political awareness positively with stress at work but has no impact on job happiness. The findings show that age matters in politics, with both younger and older generations feeling the effects of politics and seeing a decline in work satisfaction as a consequence.

2.3 Politics and Organizational Commitment

Shaq, S Adia I. (2015) this study through a light on the organization politics and loyalty to the company (organization commitment) as a whole and also some other factors such as satisfaction of job and plans to leave the job. Employees' dedication drops as a direct consequence of their exposure to what they see as political manoeuvring inside the organization. Additionally, it was shown that feeling of dissatisfaction with one's employment and lack of dedication to the organization were correlated with an individual's opinion of.

3 OBJECTIVE

1. To study the better, understand how individuals inside an organization see internal politics and conduct.
2. Employees work out come and also increase the supply of qualified teacher in Trichy colleges.
3. To identify the problem faced by the employees regarding climatic change due to political behavior in the working atmosphere.

4 RESEARCH QUESTION

1. To what extend teaching faculty are involved in organizational politics and how it affects the quality of education?
2. What extend the qualified teachers are there in the university and how far the qualified teacher provides quality education that reflects the SDG 4?

5 STATEMENT OF THE PROBLEM

As discussed in section that the higher education is essential in human life. Education itself plays an important role in and higher education plays more important role in promoting economic growth

and development. Considering the educational sector, teachers are the backbone of any educational institution. The efficiency and effectiveness of an educational institute are not possible without involving the teachers. For this faculty needs to move beyond the job descriptions, voluntarily make extra efforts and voluntarily contribute their abilities, for the interest of the educational institute. These behaviors not only help the faculty members and students but also benefit the institution as a whole. Subsequently, employees are motivated to extend more effort to the organization who is satisfied with their job. Job satisfaction can build up a strong involvement in, and emotional attachment of employee to their organization which, in turn, can foster better performance. There is a favorable correlation between job satisfaction and employee's behavior. However, when the political climate of the educational sectors changes, such as in the field of education. People who like their professions tend to be dedicated to their work and exhibit good organizational citizenship behaviors. Therefore, the purpose of this research is to explore the connection between high-quality education for sustainable development and global citizenship, as well as how workers perceive the politics and conduct of their organization's leadership.

6 RESEARCH METHODOLOGY

6.1 Sampling Size

The population size of Arts college teachers in Trichy city is 3479 from 18 Colleges researcher have selected 5 colleges out of 18 for this paper. The sample size will be 175 from the population size Data will be collected from the respondents through a structured questionnaire from the Arts and science college faculties of Trichy city

6.2 Source for Data Collection

6.2.1 Sampling Method

The potential respondents are basically selected from employee of different higher educational institutions at different categories. Random sampling and stratified random sampling will be used for this research and the sample included employees from all genres like higher officials, professors.

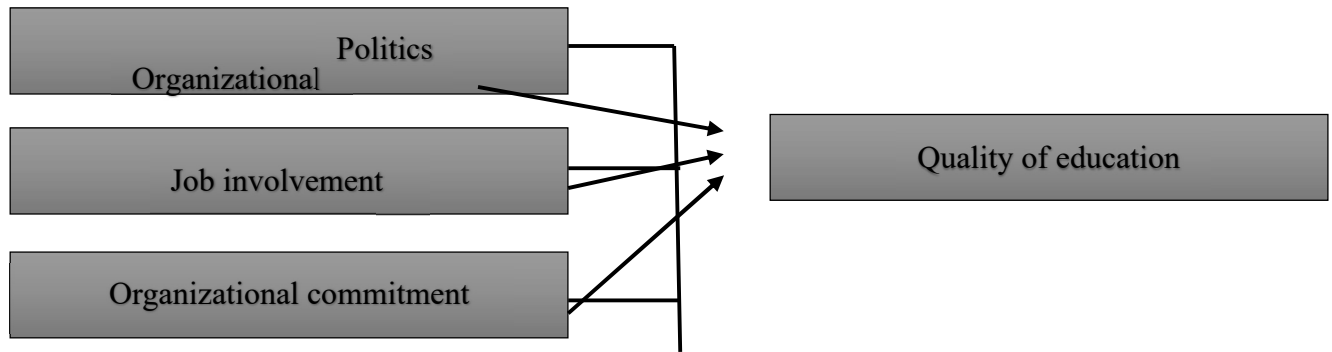
Data was collected through both primary and secondary sources. The primary source of information was through a predetermined questionnaire. Primary data was collected through distributing the questionnaire by the researcher (Electronic Medium and paperback). Secondary source, such as reference books, peer-reviewed journals, and online database, was mined for information

6.2.2 Tools for Analysis

- 1. Correlation**
- 2. Regression**

Model on organizational politics and how it works in the higher educational institutions

FIGURE 1



Organizational politics whether it affects the job involvement of the employees

POPS and job involvement scale are taken into consideration to measure the organizational politics and job involvement

1 POPS

mean	2.26	3.95	3.23	2.54	2.71	2.97	2.57	3.13	2.22	4.24
SD	1.13	0.77	0.51	1.41	1.44	0.60	0.87	0.53	1.04	0.74

2 JOB INVOLVEMENT

mean	4.21	4.23	4.23	4.22	1.97	3.55	4.46	4.26	4.14	2.10	3.15	4.23
SD	.56	.64	.63	.78	1.00	.84	.61	.61	.63	.94	.50	.65

Mean and standard deviation of perception of organizational politics and job involvement

Correlation between organizational politics and job involvement

HO: There is no relationship between organizational politics and job involvement

H1: There is relationship between organizational politics and job involvement

From the above table it is inferred that the researcher had come to a conclusion that most of the variables are negatively correlated and in some cases they are positively correlated. Only few are negative correlation this is because the respondents were not able to work properly due to the politics in the organization it was high and common in all age group people. In most of the case it has a positive correlation and have a positive politics, people were able to cope up with the politics in the organization and they were able to work involvedly in the political atmosphere. In this case people were used to the politics in the working place and they adopt themselves to work in the circumstance where politics evolved.

To know the relationship between the age and organizational commitment using age and organizational commitment scale are used to know the relationship between both. We use regression

HO: There is no significant impact between age and organizational commitment.

H1: There is significant impact between age and organizational commitment.

Table 3

ANOVA^b

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.149	8	.769	1.418	.192 ^a
	Residual	90.000	166	.542		
	Total	96.149	174			

The hypothesis tests if age of the employees carries as significant impact on organizational commitment. The dependent variable age was regressed on predicting variables to test the hypothesis. Age significantly predicted organizational commitment, F (1.418) $p < 0.001$ which indicate that age can play a significant role in shaping (b=-.096, .100, -.019, .044, -.087, -.146, .147, -.011, $p < .001$). Majority of the respondents are between the age group of 30-40 it is clear that some of them have positive effects and some have negative effects i.e., it has equal positive and negative influence particular in the mention the above age group have a greater influence on organizational commitment it is effected due to organizational politics.

Table 4

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.943	0.66		2.944	0
OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (I would be very happy to spend the rest of my career with this Organization)	-0.11	0.101	-0.096	-1.05	0.3
OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (I enjoy discussing my organization with people outside it.)	0.091	0.115	0.1	0.795	0.43
OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (I really feel as if this organization's problems are my own)	-0.02	0.122	-0.019	-0.15	0.88

OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (I think that I could easily become as attached to another organization as I am to this one)	0.039	0.082	0.044	0.477	0.63
OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (I do not feel like 'part of the family' at my organization.)	-0.08	0.082	-0.087	-0.92	0.36
OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (I do not feel 'emotionally attached' to this organization)	-0.16	0.097	-0.146	-1.68	0.1
OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (This organization has a great deal of personal meaning for me)	0.181	0.099	0.147	1.821	0.07
OUTCOMES OF POLITICAL BEHAVIOUR (ORGANIZATION COMMITMENT) (I do not feel a strong sense of belonging to my organization)	-0.01	0.067	-0.011	-0.09	0.93

7 FINDING AND SUGGESTION

- The study investigates the job involvement it has some positive and negative influence on the employee's behavior. It doesn't come to a fully negative influence and fully positive influence. It has both cause and effect. To some extent involvement of job is affected due to politics in working atmosphere and on the other extend it have some positive politics which helps the people to work dedicated towards their job
- The researcher had found that it has a direct and indirect relationship between age of the working employees and organizational commitment and also indirect influence by politics in the working atmosphere. People at young age between 30-40 have a greater influence due to politics because of the influence of politics the employees have both positive and negative aspects to some level they are commitment towards the organization, in some cases they may be influenced due to the power of the higher authorities, other impacting factors such as experience of the employees, higher level of salary etc. due to this the organization commitment of the working faculty will go down because of the influence in the above mention factors. Some of the important factors in which they are affected should be found out by the organization. Some self-analysis should be done to overcome the politics
- Employees also face may problems due to the politics in the organization they fell stressed, unsatisfied working environment, low in the performance of the employees etc. these are the some of major problems faced by the employees. Some of them are over comes by themselves in some case they may lead to positive politics also which pave way to encourage employees and motivate them to work hard.

- From the condition of the outcomes and behavior of the teaching faculty they have both positive and negative influence due to the politics evolved in the organization or colleges it was in the ratio of 50-50 that it had both positive and negative influence the quality of teaching and equipped teachers will be a questionable one. It will be in the same ratio as quality of the education will be affected to a greater extent. The government and the educational institutions should take some proper measure in the quality of education and quality of teaching facilities. The rules and regulation towards the education should be framed even wiser than now. So that the upcoming generation will be in the right path with quality education. When the politics is overruled all the factors will be get affected if it is in the structured way we can provide a quality education to the younger generation.

8 RESULT

Practical implication: The colleges and education department of government have to take some important steps to overcome the politics in working place. Quality of education should be taken care by the education department of government. Education plays a vital role in our life, the quality of the education has to reach everyone, but there is no place without politics as in the similar case of area of education. This leads to a climate change in the educational sectors. The climatic changes due to the political atmosphere in the educational institutions can be solved and some necessary steps can be taken to have a quality education and also identify the important climate changes educational institutional. The climatic changes that occurred in the educational sector will affect the work outcomes. This project will help the society to a great extent in analysis quality of education in the higher education institution in a political atmosphere. This paper had paved a way to other researcher about the politics in higher education and quality of education. Future researcher can consider more outcomes so that we can have a depth in the topic and come out with new results to improve our work environment without politics and increase the standard of education with plays the major role in the younger generation.

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