

THE EFFECTS OF ORGANIZATIONAL POLITICS ON EMPLOYEES
PERFORMANCE:THE ROLE OF EMOTIONAL INTELLIGENCE AND
SPRITUALITY

By

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ABSTRACT

Organizational politics has become a common life experience in numerous corporations across the globe whereas, the concept of organizational politics has become a recent topic of debate in modern management literatures. Existing literatures suggest that the perception of organizational politics negatively influence employees' performance in the workplace, and these negative influences can be reduced by numerous mitigating factors. The main purpose of this research "To evaluate if the impacts of perceived organizational politics are negatively imposed on job performance, and the roles of emotional intelligence and workplace spirituality in mitigating these impacts." This research is primary based; with data for prove of hypotheses gathered via online survey. The choice of online survey is to offer responders from all over the world to participate in contributing to the overall quality of the research. The gathered data were analyzed with SPSS – factor analysis and multivariate regressions were conducted to prove the hypotheses. The analyzed data revealed that organizational politics influences job performance negatively and that these influence can be mitigated by employees' level of emotional intelligence and workplace spirituality. Besides providing evidence to support the research topic and meeting the research objectives, it was also found that employees' wage does not depend on their type of job (whether part-time or full-time), and that older employees are more likely to be working on full-time job than younger employees. The findings offer important implications for the support of theories on organizational politics and job performance, and how emotional intelligence and workplace spirituality help to mitigate these issues.

Keywords: organizational politics, emotional intelligence, workplace spirituality

ABSTRAK

Politik organisasi telah menjadi satu pengalaman hidup yang biasa dalam pelbagai jenis organisasi dan syarikat-syarikat di seluruh dunia .Konsep politik organisasi telah menjadi satu topik terkini perdebatan dalam literatur pengurusan moden. Kesusasteraan yang sedia ada mencadangkan bahawa persepsi politik organisasi mempengaruhi prestasi pekerja dan suasana tempat kerja secara negatif, dan pengaruh negatif ini boleh dikurangkan oleh pelbagai faktor tebatan. Tujuan utama kajian ini adalah "Untuk menilai samada politik organisasi mempengaruhi prestasi kerja, secara negatif dan juga untuk menilai peranan kecerdasan emosi dan kerohanian di tempat kerja dalam mengurangkan kesan ini" Kajian ini adalah berasaskan atau berbentuk Penyelidikan Asas; di mana data yang dipergunakan untuk membuktikan hipotesis dikumpulkan melalui kaji selidik dalam talian online. Pilihan kaji selidik dalam talian adalah untuk memastikan bahawa maklum balas dapat dikumpul daripada semua pihak yang berkaitan diseluruh dunia agar ia dapat menyumbang kepada kualiti keseluruhan kajian. Data yang dikumpul telah dianalisis dengan sistem SPSS - analisis faktor dan terurus multivariat telah dijalankan untuk membuktikan hipotesis. Analisa data menunjukkan bahawa organisasi politik pengaruh prestasi kerja negatif dan pengaruh ini boleh dikurangkan oleh tahap kecerdasan emosi dan kerohanian di tempat kerja pekerja. Selain menyediakan bukti untuk menyokong topik penyelidikan dan memenuhi objektif kajian, juga dikenalpasti bahawa faktor gaji pekerja tidak bergantung kepada jenis pekerjaan (sama ada sambilan atau sepenuh masa) mereka, dan pekerja lebih tua adalah lebih cenderung untuk menjadi bekerja pada pekerjaan sepenuh masa daripada pekerja muda. Penemuan kajian ini menawarkan implikasi yang penting sebagai sokongan kepada teori politik organisasi dan prestasi kerja, dan bagaimana kecerdasan emosi dan kerohanian di tempat kerja dapat membantu untuk mengurangkan isu-isu ini.

Kata Kunci:Politik Organisasi,Kecerdasan Emosi , Kerohanian Tempat Kerja

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CHAPTER 1

INTRODUCTION

1.0 INTRODUCTION

Organizational politics has become a common life experience in numerous corporations across the globe (Medison et al., 1980; Gandz& Murray, 1980). This view has been supported over the year by personal experience, hunches and circumstantial evidence (Ferris &Kacmar, 1992). Organizational politics is defined by Mintzderg (1983) and Pfeffer (1992) as a term used to indicate power relations and influential tactics in workplace. As a result of the influence it can yield, the concept of organizational politics has become a recent topic of debate in modern management literatures. Most studied in this area have been done with focus on organizational politics in relations to certain outcomes , the nature and characteristics of relationship. Apart from the effects of organizational politics in organizations, it is a promising field for further studies as it is believed to be one of the existing obstacles to organizational performance (Vigoda, 2000; Kacmar& Baron, 1999).

In support to the above account it is found by researches that organizational politics and political perceptions, influences both workers and their working environment negatively (e.g., Ferris et al., 1989; Ferris et al., 2002; Kacmar& Baron, 1999; Mayes & Allen, 1977; Porter et al., 1981). Studies have indicated that there is a negative relationship between job performance and perceived organizational politics (Witt, 1998; Kacmar et al., 1999).Job performance is generally divided into two components: in-role performance (task performance) and extra-role performance (contextual performance)

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