

# Organization Politics: Analysis on Demographic Variables of Faculty Members

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## Abstract

*We all know the truth that there are politics in each and every organization. The intention of the author is to analyze the levels of organizational politics in private engineering colleges. Faculty is considered as respondents for this study. That's why a survey was conducted among teaching staff in 110 private engineering colleges of Andhra Pradesh. The present paper is followed by descriptive research. Statistical tools like probabilistic, multistage sampling are used for the study. Finally, it is observed that all respondents regarding demographic variables exhibits similar levels of Politics. Questionnaire is distributed to all faculties to collect primary data.*

**Keywords:** *Organizational Politics, Demographic Variables, Private engineering colleges, Faculty.*

## 1. Introduction

Organizational politics and the process of gathering a network to create change can be secretive and self-promoting when it is used in a negative manner. These political actions may taint the cooperation by impacting information sharing, social groupings or the cohesiveness of a team and the effectiveness of organizational policies and procedures. When used in a positive manner, organizational politics is not as manipulative or viewed as secretive. For example, when a boss is stressed and not in the best frame of mind to make a major corporate decision, an employee may choose to wait until the boss is in a better mood before presenting him with information on an important company matter. This helps to ensure the best possible decision is made. Using organizational politics to a person's advantage in a positive manner

may include volunteering for high-profile tasks, expressing praise to senior executives and superiors for their accomplishments and self-promoting successful accomplishments in a company newsletter.

## 2. Review of Literature

According to Dubrin, (2001) organizational politics considered as an unofficial advancement for attaining power. Similarly, it could be explained by achieving power through various ways except merit or fortune. It could be described that politics are used mainly to achieve power, either by hook or by crook. These all have done for personal benefits for example for getting promotion, obtaining huge funds or other resources, or getting hankering projects.

There is a concept of the sensitivity of institutional politics. It's as an admirable gauge of political affairs (Ferris et al., 1989). Ferris and Kacmar (1991) established 31 items scale consisting of 3 dimensions. These three dimensions incorporated organizational politics and practice, colleague and group activities and supervisor behaviors. Later on they developed 40 items scale. It consists of 5 dimensions. These five dimensions included coworker, pay and promotion; go along to get ahead, general political behavior and self-serving behavior. At last they finalized their work on 12 items scale to measure POP. It is based upon three dimensions. First is the general political behavior (GPB). Second known as go along to get ahead (GAGA). Third are the pay and promotion policies (PPP). This scale of 12 items to measure POP is revised by Kacmar and Carlson (1997). Later than the revision of scale it is converted into 15 items scale but it represented the same three dimensions. Many studies used this scale (e.g., Hochwarter et al., 2000; Vigoda 2000).

Kacmar and Andrews (2001) explained two different scenarios that consider high level of politics. To attain personal benefits, individuals are avoiding the authority chain, using short cuts and going away through informal channels. Every so often silent political behavior occurs in organization for receiving preferred outcomes. These activities considered more hazardous than active political activities. It included only individual personal benefits at the cost of organizations objectives or other individuals.

Vigoda (2000) explained organizational political principles had a gloomy connection with work feelings of employment execution and executive trustworthiness. Mowday, Steers and Porter (1979) described organizational politics is the primary variable to establish job attitudes. It consists of

participation in and recognition with the association and it is appreciably influenced by work satisfaction and on the whole environment.

K.A.M.S Kodisinghe (2010) explained the power of theoretical organizational political affairs on work delight of workers. Sample size of 300 employees is considered for the study. Research examined the data by using regression analysis and correlation analysis. Hypothesis of the research tested in it. In this study, it is concluded that there is an opposite relationship between them.

Some researchers have pointed towards that political affairs had little influence on work pleasure, nonattendance, and employees' job nervousness showing considerable control over their work atmosphere (Ferris et al., 1996; Witt, Andrews, & Kacmar, 2000). Hypothesis related to the organizational politics and job satisfaction tested by Valle and Witt (2001). It explained that sensitivity of managerial political affairs is directly associated with job dissatisfaction who believe low degree intensity of cooperation significance than who consider high degree of cooperation significance. This research applied regression analyses on data from 355 permanent human resources of a client service association in the eastern United States.

### **3. Hypothesis**

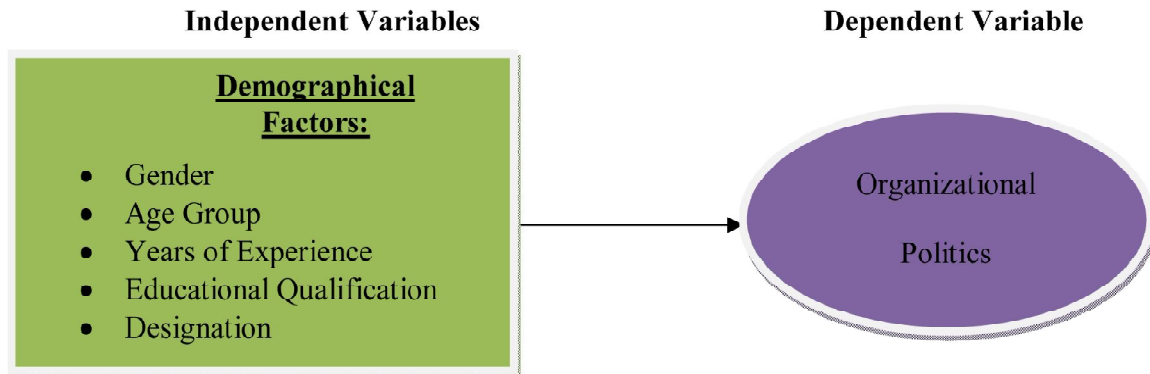
**H1:** Male respondent exhibits higher organizational politics compare to females.

**H2:** Higher age group respondents exhibit higher Organisational Politics than younger age group.

**H3:** Higher the experience of faculty greater will be the Organisational Politics.

**H4:** Respondents with high qualification have high Organisational Politics.

**H5:** Faculty in different designations shows different Organisational Politics.



**Fig 1: diagram representing demographical influence on Organisational Politics**

#### 4. Research Methodology

The study is descriptive in nature, since the study examines and describes the influence of demographical factors on Organisational Politics. Demographical factors likewise, Age, Gender, Education Qualification, Year of Experience and Designation are considered as independent variables and Organisational Politics as dependent variable. The sampling design followed for the study is probabilistic, multi stage sampling method technique is used to select sample. The study has collected opinions from 110 faculty members from various Engineering Colleges.

#### 5. Data Analysis

Table 1 explains the statistical details of demographic factors like Age Group, Gender, Year of Experience, Qualification and Designation.

The study reveals that major respondents are 60 (54%) in the age groups of 25-30 years, 42(38.2%) of 31-40 Years, 5(4.5%) of 41-50 years, 3(2.7%) of 51-60 years. Male faculty is high compare to female faculty. In the same way roughly 60(54.5%) of faculty have 0-5 Years of Experience, 34(30.9%) faculty have 6-10 Years, 10(9.1 %) faculty have 11-15 Years, 4(3.6 %) faculty have 15-20 Years and 2(1.8 %) faculty have 20 and above years of experience.

Around 11 (10 %) faculty have graduation degree, 87 (79.1 %) have Post Graduation, 3(2.7%) faculty have NET/SLET, 6 (5.5%) have M. Phil

and 3(2.7%) faculty have PhD degree. 97(88.2%) faculty are Assistant Professor, 10(9.1 %) faculty are Associate Professor, 3(2.7%) faculty are Professor.

**Table 1: Descriptive Statistics of Demographic factors of Faculty (N=110)**

Sl. No.	Demographic Factors	Number of Respondents	Percentage	
1	Age Group	25-30 Years	60	54.5
		31-40 Years	42	38.2
		41-50 Years	5	4.5
		51-60 Years	3	2.7
2	Gender	Male	73	66.4
		Female	37	33.6
3	Years of Experience	0-5 Years	60	54.5
		6-10 Years	34	30.9
		11-15 Years	10	9.1
		15-20 Years	4	3.6
		21 and above Years	2	1.8
4	Qualification	Graduation	11	10.0
		Post-Graduation	87	79.1
		NET/SLET(CSIR)	3	2.7
		M. Phil	6	5.5
		Ph. D	3	2.7
5	Designation	Assistant Professor	97	88.2
		Associate Professor	10	9.1
		Professor	3	2.7
		Others	0	0.0

#### 5.1 Analysis of Organisational Politics among Men and Women faculty

The study examines the variance in Organisational Politics among men and women faculty members. To analyze the variance in Organisational Politics, independent sample t-test is being employed. Organisational Politics is considered as dependent variable and gender is considered as grouping variable. The results are being summarized in the following Table 2.

It is observed from the table that there is no significant difference in analysis of gender group

on Organizational Politics ( $t = -.407, p > 0.05$ ). It is being observed from the table that men have lower analysis of Organisational Politics when compared to women faculty. Hence, Hypothesis 1 has been rejected.

**Table 2: Analysis of Organisational Politics among Men and Women faculty**

Sl. No.	Gender	No. of Respondents	Weighted Mean Scores of Organisational Politics	t statistic and p-value (Sig)
1	Men	73	3.21	-.407, .685
2	Women	37	3.27	

### 5.2 Analysis on Organisational Politics among various Age Group of the faculty

The study measures the variance in perceptions of Organisational Politics among various age groups of faculty. The study divides the faculty members into five groups based on age, Likewise 25-30 Years, 31-40 Years, 41-50 Years, and 51-60 Years. The study adopts Analysis of Variance, were age group is taken as grouping variable and Organisational Politics as dependent variable. The results of the data analysis are tabulated as follows in Table 3.

**Table 3: Analysis of variance on Organisational Politics among Age groups of faculty**

Sl. No.	Age Group (In Years)	No. of Respondents	Weighted Mean Scores of Organisational Politics	F ration and p-value (Sig)
1	25-30	60	3.35	3.66, & .015
2	31-40	42	3.11	
3	41-50	5	3.40	
4	51-60	3	2.33	

Source: Analysis of Tabulated data

Sig at  $p < 0.05$

It can be interpreted from the above table that older age group does not have significant difference in Organisational Politics ( $F=3.66, p > 0.05$ ). Younger age group and older age group have similarity in exhibiting Organizational Politics. Hence the Hypothesis 2, older age group faculty exhibit higher Organisational Politics compared to younger age group is rejected.

### 5.3 Analysis of Organisational Politics with respective to Year of Experience

The study analyses Organisational Politics among the faculty groups based on years of experience. To investigate the data, Analysis of Variance is being employed with Year of Experience as Grouping variable and Organisational Politics as dependent variable. The results are being tabulated as in the following Table 3.

**Table 3: Analysis of Organisational Politics levels with respective to Year of Experience**

Sl. No.	Year of Experience (In Years)	No. of Respondents	Weighted Mean Scores of Organisational Politics	F ration and p-value (Sig)
1	0-5	60	3.33	3.05, & .020
2	6-10	34	3.14	
3	11-15	10	3.10	
4	15-20	4	3.50	
5	20 and above	2	2.00	

Source: Analysis of Tabulated data

Sig at  $p < 0.05$

The study findings from the above table reveals that there is no significant difference in Organisational Politics among the faculty members with diverse years of experience ( $F=3.05, p > 0.05$ ). Hence the Hypothesis 3is rejected.

### 5.4 Analysis of Organisational Politics of faculty based on Qualifications

In this section, the study analysis the Organisational Politics of faculty based on their education levels. To obtain the appropriate results, Analysis of Variance is being employed, education qualification is taken as grouping variable and Organisational Politics as dependent variable. The results are being tabulated in the following Table 4.

**Table 4: Analysis of Organisational Politics of faculty based on Educational Qualifications**

Sl. No.	Education Qualification	No. of Respondents	Weighted Mean Scores of Organisational Politics	F ration and p-value (Sig)
1	Graduation	11	3.45	1.44, & .224
2	Post-Graduation	87	3.20	
3	NET/SLET(CSIR)	3	3.66	
4	M. Phil	6	3.33	
5	Ph. D	3	2.66	

Source: Analysis of Tabulated data

It can be observed from the above table there is no significant difference regarding Organisational Politics of faculty among educational groups ( $F=1.44$ ,  $p > 0.05$ ). All groups possess similar levels regarding Organizational Politics. Hence Hypothesis 4 is rejected.

### 5.5 Analysis of Organisational Politics of faculty based on Designation

In this section, the study analysis the Organisational Politics of faculty based on their designations. To obtain the appropriate results, Analysis of Variance is being employed, designation is taken as grouping variable and Organisational Politics as dependent variable. The results are being tabulated in the following Table 5.

**Table 5: Analysis of Organisational Politics of faculty based Designation**

Sl. No.	Education Qualification	No. of Respondents	Weighted Mean Scores of Organisational Politics	F-ratio and p-value (Sig)
1	Assistant Professor	97	3.26	1.65, & .196
2	Associate Professor	10	3.10	
3	Professor	3	2.66	
4	Other/Principal	0	0	

*Source: Analysis of Tabulated data*

Sig at  $p < 0.05$

The study findings are summarized in the following table. The study observes there is no significant difference in Organisational Politics among faculty ( $F=1.65$ ,  $p > 0.05$ ). Consequently, the study opines the diverse designation groups of faculty have similar levels in functioning of Organisational Politics. Hence Hypothesis 4 Faculty in diverse designations has different levels of Organisational Politics has been rejected.

### 6. Conclusion

The study is required to find the analysis of demographic variables on Organisational Politics among private engineering college faculty. The study has employed cross sectional analysis based on demographic characteristics. The study considers Gender, Age Group, Year of Experience, Education Qualification and Designation are the demographic

factors on which Organisational Politics is analyzed. It is found that entire faculty holds similar perceptions of Organisational Politics.

However, there is no significant difference in Organisational Politics among faculty have observed to be neutral, which is to be focused upon by the management of private engineering colleges. Politics need to be reduced in each institution. Failure of the organization depends on politics played by the employees towards management and peers and vice versa. Hence it is the responsibility of the management to take care of behavior of employees and need to satisfy the requirements of the employees. Management need not show any difference between employees working in the institution.

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