



IMPACT OF ORGANIZATIONAL POLITICS ON EMPLOYEE PERFORMANCE IN IT SECTOR IN PUNE

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Abstract: Organizational politics has become a significant aspect of modern workplaces, especially in highly competitive sectors such as the Information Technology (IT) industry. This study examines the causes and effects of organizational politics and its impact on employee performance in IT companies located in Pune. Organizational politics arises due to factors such as favoritism, power struggles, lack of transparency in decision-making, and intense competition among employees for promotions and recognition.

These political behaviors influence employee perceptions and create an environment that may hinder productivity and collaboration. The effects of organizational politics are reflected in increased stress levels, reduced job satisfaction, lack of trust in management, and decreased employee performance. Employees who perceive high levels of politics tend to show lower engagement, reduced efficiency, and higher turnover intentions.

This study highlights the importance of implementing transparent HR practices, fair performance evaluation systems, and ethical leadership to minimize the negative impact of workplace politics.

Keywords: Organizational Politics, Employee Performance, IT Sector, Job Satisfaction, Workplace Behavior, Productivity

I. INTRODUCTION

Research in Human Resource Management plays a vital role in understanding employee behavior and improving organizational efficiency. Organizational politics is an inevitable phenomenon in most workplaces, where individuals or groups engage in informal activities to gain power, recognition, or personal benefits.

In the IT sector, where performance pressure, tight deadlines, and competition for career growth are high, political behavior is more evident. Pune, being one of the major IT hubs in India, hosts numerous multinational companies and startups, creating a dynamic and competitive work environment.

While a certain level of politics may be unavoidable, excessive political behavior can negatively impact employee morale, teamwork, and productivity. Employees may feel demotivated, experience stress, and lose trust in management, which ultimately affects their performance.

This study focuses on analyzing the impact of organizational politics on employee performance in the IT sector in Pune. It aims to identify key factors contributing to workplace politics and suggest measures to improve organizational practices.

II. IDENTIFY, RESEARCH AND COLLECT IDEA

1. Narrow and Define the Research Idea

- Define research question: "What is the impact of organizational politics on employee performance in IT sector in Pune?"
- Identify population: Employees working in IT companies
- Define variables: Organizational Politics (independent), Employee Performance (dependent)

2. Conduct a Structured Literature Review

- Search databases: Google Scholar, Scopus, ResearchGate
- Keywords used:



- “Organizational Politics AND Employee Performance”
- “Workplace Politics AND Job Satisfaction”
- “Political Behavior in Organizations”
- Review previous studies to understand theories and findings

3. Scan Practical Sources

- HR reports and industry surveys
- IT company case studies
- Employee engagement reports

4. Engage with Experts

- Discussions with HR professionals
- Faculty guidance
- Peer discussions

5. Understand Key Concepts and Instruments

- Organizational Politics
- Employee Performance
- Job Satisfaction

Measurement Tool: • Perception of Organizational Politics Scale (POPS)

6. Identify Data Sources and Feasibility

- Primary data: Questionnaire survey
- Secondary data: Research articles
- Feasibility: Easy access to IT employees in Pune

7. Plan Preliminary Methodology

- Research Design: Descriptive and Analytical
- Sampling Method: Convenience Sampling
- Sample Size: 100 respondents

8. Organize References

- Use tools like Mendeley and Zotero
- Maintain notes and summaries

9. Ethical Considerations

- Ensure confidentiality
- Take consent from respondents
- Avoid bias in analysis

10. Research Gap

- Limited studies in Pune IT sector
- Lack of employee perception-based research
- Need for updated data in Indian context

III. WRITE DOWN YOUR STUDIES AND FINDINGS

A. Bits and Pieces Together Approach

- Causes of organizational politics:
 - Favouritism
 - Lack of transparency
 - Competition among employees
 - Power conflicts
- Effects on employees:
 - Reduced job satisfaction
 - Increased stress
 - Low productivity

**B. Jump Start Approach**

- Feedback from faculty and HR professionals
- Inclusion of variables like stress and satisfaction

C. Use of Analytical Tools

- Excel and SPSS for data analysis
- Use of charts and graphs
- Correlation and regression analysis

Final Compilation

- Causes → Political behaviour
- Effects → Reduced performance

IV. GET PEER REVIEWED

- Review by faculty members
- Suggestions on improving questionnaire
- Feedback on data analysis

V. IMPROVEMENT AS PER REVIEWER COMMENTS

- Improved clarity of research objectives
- Added more literature references
- Refined data analysis methods
- Corrected formatting and grammar

VI. CONCLUSION

The study concludes that organizational politics significantly affects employee performance in the IT sector in Pune. High levels of political behaviour lead to stress, dissatisfaction, and reduced productivity among employees. Factors such as favouritism, lack of transparency, and internal competition contribute to workplace politics. Organizations must adopt fair HR practices, transparent communication, and ethical leadership to minimize political behaviour and improve performance.

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APPENDIX

APPENDIX A: SUMMARY OF ARTICLES

Sr No	Author	Title	Key Findings	Relevance
1	Ferris et al.	Organizational Politics	Politics affects behaviour	Base theory
2	Kacmar & Carlson	POPS Scale	Measures politics perception	Tool
3	Vigoda	Politics & Performance	Negative relation	Study support

APPENDIX B: THEMATIC CATEGORIZATION

Causes

- Favouritism
- Power struggle
- Lack of fairness

Effects

- Stress
- Job dissatisfaction
- Reduced performance

APPENDIX C: RESEARCH GAPS

- Limited Indian IT sector studies
- Lack of recent data
- Need for deeper analysis

APPENDIX D: TOOLS USED

- POPS Scale
- Performance measurement scale

APPENDIX E: CONCEPTUAL FRAMEWORK

CAUSES → MEDIATORS → EFFECTS

- Causes: Politics, favouritism
- Mediators: Stress, dissatisfaction
- Effects: Low performance