

## **Investigating Managerial Practices to Minimise Negative Organisational Politics at the Zimbabwean National Electricity Provider**

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**ABSTRACT** The present research investigates managerial practices for reducing negative politics at a national electricity provider in a Southern African Development Community (SADC) country. The study is triggered by rive organisational politics that has rendered the national electricity provider dysfunctional and less productive over the years. The present research provides a theoretical review on managerial practices for reducing negative politics as well as exploratory factor analysis that identified common factors of managerial practices. The data was subjected to the Bartlett test of sphericity and the Kaiser Meyer Olkin (K-M-O) measure of sampling adequacy to ensure that factor analysis was the appropriate statistical tool. The results showed that managerial participation and managerial fairness are potential measures for minimising dysfunctional politics. The present research paper recommends for a comprehensive managerial support strategy that encompass upholding transparency and fairness, instituting an effective organisational communication strategy, forming alliances, engaging key stakeholders and ensuring equitable distribution of resources as fundamental managerial measures that can take the national electricity provider to the next level, proceeding forward continuously.