

Investigating the Effects of Organisational Politics at a National Electricity Provider in SADC Region

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ABSTRACT The present research investigates the effects of organisational politics. The research takes a slightly different angle of organisational politics, one that includes traditional conceptualisations of politics as typically having a negative connotation to the organisation and the other view of politics as a positive event within the contemporary organisation. Statistical analysis was done to identify common factors on the effects of organisational politics. To achieve this, “exploratory factor analysis” was used. To scientifically subject the data for factor analysis the Bartlett test of sphericity and the Kaiser Meyer – Olkin (KMO) measure of sampling adequacy were performed to ensure that factor analysis was the appropriate statistical tool. The research revealed that, organisational motivators, organisational demotivators, and labor turnover were common factors of organisational politics. The research recommends that managers and employees must be proactive in dealing with organisational politics. The reactiveness must be encoered in democratic decision making in which all parties demonstrate the “will” to work with and through organisational politics notwithstanding consolidation of the positive side of politics.