

## Acquisition of Power :-

Some people enjoy more power than others because:-

1. Extraordinary works: Doing things in a non-routine or extraordinary works contribute to power. For example, negotiating a new contract, developing a new product or formulating a new programme.
2. Visible Activities: Even extraordinary activities not known to others do not generate much power. Therefore, activities need to be visible or known to others. Activities announced and appreciated by the people of higher echelons bring more power.
3. Cultivate Right People: Individuals can also increase their personal power by developing their interpersonal relationships with their superiors, subordinates and peers.
4. Coalitions: Coalescing is yet another way to earn power. The philosophy behind joining together is gaining increased capability to influence others.
5. Co-opt: Individuals can increase their personal power by co-opting people or groups. Co-opting, seeks to eliminate threats and opposition to an individual's base of power.

## Power Tactics :

• ways in which individuals translate Power bases into specific actions:

- 1) Legitimacy.
- 2) Rational Persuasion.
- 3) Inspirational appeals.
- 4) Consultation.
- 5) Exchange.
- 6) Personal appeals.
- 7) Ingratiation.
- 8) Pressure.
- 9) Coalitions.

Coalition — an informal group bound together by the active pursuit of a single issue. Coalitions seek to maximize their size — "Strength" in numbers.

## Politics

### Meaning of Organisational Politics

It means the use of Power and influences in organisations. Actions not officially sanctioned or acceptable by an organisation that are taken to influence others in order to meet personal goals refer to Politics.

or,

Politics : Power in action.

Political Behaviour. are those activities that are not rewarded as part of one's formal role in the organisation.

but that influence, or attempt to influence, the distribution of advantages and disadvantages with the organization.

Legitimate and illegitimate Political behaviours are common in organizations. Politics is a fact of life in organizations.

### Factors Contributing to Political Behaviour

- 1) Individual factors (e.g. - personality traits, needs)
- 2) Organizational factors (e.g. - when organisational resources decline, resources change, low trust exists. high performance pressure, and the opportunity of promotion exists = Political behaviour is likely)

### How do people Respond to Organisational Politics

- 1) Decreased Job satisfaction, increased anxiety, increase turnover, and reduced performance.
- 2) Defensive Actions, Reactive and Protective behaviours to avoid action, blame or change.

### Reasons for Organisational Politics

There are many reasons that contribute to Political in behaviour in organisations. Some of them are:

- 1) clear goals.

- 3) Discretionary Authority.
- 3) Autocratic Decisions.
- 4) Power Politics.
- 5) Saturation in Promotion.
- 6) ~~Bi~~ Biased Performance Appraisal.

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