

Perceptions of Organizational Politics at a National Electricity Provider in Southern African Development Community (SADC)

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ABSTRACT This paper explores the theoretical perceptions of organizational politics, identifies common factors and proceeds to empirically measure perceptions of organizational politics at a national electricity provider in the SADC region. It is important to note that the degree of organizational politics varies from one organization to another but the reality is that all organizations have some sort of internal political struggle that can rip it apart. Statistical analysis was done to identify common factors on perceptions of organizational politics. To achieve this, the “explanatory factor analysis” was used. To scientifically subject the data for factor analysis, the Bartlett test of sphericity and the Kaiser-Meyer-Olkin (K-M-O) measure of sampling adequacy were performed to ensure that the factor analysis was the appropriate statistical tool. The research revealed that managerial behavior, poor communication of objectives, unexpected employee behavior and unhealthy managerial practices were identified as problematic perceptions of organizational politics at the national electricity provider. The paper recommends a continuous organizational renewal wherein the entire workforce engages in effective communication practices through deliberate training sessions across the board. Such openness in communication will clear out mistrust and doubt amongst employees and management leading to a healthy organizational life.