

# WORKPLACE POLITICS

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## ABSTRACT

An organization is a place where all employees who have a different qualification, culture, background etc. work together for a common goal. All the success of an organization depends upon the hard work of employees so it is necessary for an employees to avoid unnecessary conflicts and politics at the workplace. Without the cooperation of an employees an organization cannot achieve success so it is an important that employee should understand the importance of unity and their hard work so they can put their best towards their work, We know that office politics are a reality that we cannot ignore it we have to face it in order to confront all situations we have to analyze the organization, understand political behavior so which makes an easy to develop strategies according to it. In this paper we study about the reason of politics at workplace, effect of workplace politics, ways to avoid workplace politics etc.

**KEYWORDS:** Meaning of workplace politics, effects of politics at workplace, ways to avoid workplace politics etc.

## WORKPLACE POLITICS

Everyone has an agenda in the workplace, whether people are aiming for a promotion, attempting to win a big project, trying to impress their boss, or looking to move departments, their action often have an underlying purpose., these all things cause power struggling, competition and alliance-making that upset within a team which leads a situation of negative environment in an organization. Politics is an irrational behavior which never benefits anyone in the long run. Concentration on work rather than interfering in their colleague's work is very important as we know that organization pays for our work not for backstabbing or making fun of others. Workplace politics creates negative atmosphere as they feel demotivated when they are not rewarded, they do not enjoy their work and consider it as a burden. They tries to avoid interaction with their employees and work individual as they do not trust their team members as a result they do not reach to innovative conclusions. The concept of team work and working in a group have no meaning in case of work politics. Politics have both positive and negative aspects sometimes politics make us strong internally and helps to face tough situation with confidence blaming others is not a solution. Politics makes us to realize what our faults and how we can overcome from it because of politics all employees tries to do work hard so they can improve their image in front of their boss. We cannot forget this proverb only cowards and losers play dirty games at the workplace. So we should try to find out how we can develop our skills through office politics rather than spoiling image of others.

## REASON FOR WORKPLACE POLITICS

1. Employees wants to achieve something in a short span of time without any hard work.
2. Employees who have spare time so they do too much gossips at workplace.
3. Lack of supervision and control at the workplace.
4. Absence of team work and criticize their work in front of superior.
5. Gain popularity and misuse their powers at the workplace.

## EFFECTS OF POLITICS ON ORGANIZATION AND EMPLOYEES

- 1. DECREASE IN OVERALL PRODUCTIVITY:** Politics reduce the overall productivity because most of the time we noticed who plays politics they pay more attention towards how to criticize others as a result they pay less attention towards their work which makes delay to achieve organization goal.
- 2. AFFECTS CONCENTRATION:** Individual finds difficult to concentrate on their work because their colleagues tries to spoil their image in front of everyone which creates negative impression on their mind as a result individual involved in politics and make more mistakes as his focus is completely diverted towards somewhere else.
- 3. CHANGES THE ATTITUDE OF EMPLOYEES:** Politics is a weapon which divert the mind of an individual , it changes the attitude of an employee towards their work they do not put their hundred percent at work and they lose interest in their work because due to dirty games played internally makes an individual unnoticed in an organization.
- 4. INCREASE STRESS:** It is an old proverb that if we discuss our problems with others it makes feel better and stress free but this proverb proves wrong in a place where employee always have a fear of secrets getting leaked. Individual cannot work whole day he needs friends whom he can discuss their problems freely without any fear but dirty politics increase the level of stress and makes him difficult to trust on their team members.
- 5. WRONG INFORMATION:** In order to gain position most of the time employees temper all the information and give wrong information of what is actually happening in the organization.

### WAYS TO REDUCE POLITICS AT THE WORKPLACE

1. Employees who have enough time and nothing to do they indulge in politics so it is necessary employees must impose responsibilities and duties as per the interest so they can enjoy their work and tries put best in the organization.

2. It is very important to promote team work and aware those about the importance of team it all possible if we engage them in a work which can be possible to do in a group and give them a time to resolving their misunderstandings so they can come closer and develop a liking each other.

3. Management should not take any action against anyone just because one of his team members has said something negative against him, management should not believe until there is a proof.

4. Employees tries to stop spreading rumors about anyone which has no meaning at the workplace.

**TIPS TO AVOID POLITICS AND PROMOTE HEALTHY ENVIRONMENT AT THE WORKPLACE:**

1. Employees should remain calm and think positive in every situation.
  2. Never disclose secrets of other employees in front of others.
  3. Concentrate on work rather than interfering in other's business.
  4. Avoid playing blame games at workplace and always try to learn from your mistakes.
  5. Management should make an engage their employees in some productive work so they do not indulge in politics and interfere other matters.
  6. Do not make an opinion about others after overhear anyone else's conversation unless and until receive a confirmation.
  7. Try to keep personal and professional life separate.
  8. Avoid misunderstandings it is better to discuss things face to face and try to sort out issues on an open platform.
  9. Try to work in a team which makes them to learn how to trust and respect each other.
- Don't try to overshadow the efforts the efforts of fellow workers.

**HOW TO PLAY GOOD POLITICS**

It is very vital we should know how to make strategies which help us to build a strong and supportive network if we play politics in a positive way without harming others it never spoil environment of an organization.

1. We should analyses the organization chart so we come to know who the brain behind the business is.
2. We should build good informal network in order to make it, it is an essential to understand with whom we have interpersonal conflicts.
3. In order to build connection we should be friendly but not too close with one group or another.
4. Listen carefully and think before act this kind of emotional intelligence help us to understand other point of views, their likes or dislikes.
5. Understand who is doing gossips and who is manipulating things and tries to keep enemies closer which help us to avoid or counter the impact of negative political activity.
6. Choose carefully what secrets we reveals, and avoid arguments by trying to find a solution that satisfies everyone, if our voice is concern be confident and make sure that whatever you say it must be concerned to an organization not for a selfish motive.
7. Always appreciate your subordinates in front of everyone so this things motivate him to do some innovative work.

**Conclusion**

Healthy environment is very vital at the workplace because individual spend most of the hours at the workplace but if dirty politics played at the workplace it turned healthy into unhealthy environment in an organization. Most of the employees play dirty games against their fellow employees because of their ego, jealousy etc. We mostly seen when employees have spare time he utilized his time in backbiting, criticizing

others etc. this all things arise when employees wants to save their job without working hard at the workplace employees always forget this thing politics never benefits anyone in the long run and who is playing politics at the workplace is disliking by all in this way he spoils his image in front of his colleagues which leads to create negative environment in an organization. Employees never forget this thing if he has potential there is nothing can be stopping him rather than spoiling image of their colleagues in front of their superior engage themselves in some innovative work. Respect each other work, help at the time of crisis promote team work. And the last and most important thing we never forget organization pay for hard work and not finding faults in others in simple words we can say that concentrate on work rather than engage our self in dirty games. Changing jobs frequently is no solution to politics. One must try to avoid politics for a healthy environment at the workplace.

