

Power and Politics- The Game Changer

Power and politics are an integral part of organizational behavior. In many companies, the pursuit of power and political influence is considered a necessary means to achieve success. However, the misuse of power and politics can create a toxic work environment that can adversely affect employee morale, motivation, and job satisfaction. In this case study, we will examine the impact of power and politics on employees of Trade Corp.

Trade Corp is a medium-sized manufacturing company that produces electronic gadgets. The company has been in operation for over a decade and has grown steadily over the years. The company has a hierarchical structure with a CEO, a few vice presidents, several directors, and a large number of employees. The company culture is competitive, and employees are rewarded based on performance. The company has a reputation for being a cutthroat workplace, with employees competing fiercely for promotions and bonuses.

The pursuit of power and political influence is an integral part of the culture of Trade Corp. The CEO and top management are always vying for power and control over the company's resources. The competition for power often spills over to the lower levels of the company, with managers and employees using politics to gain an advantage over their peers.

One of the most common forms of politics in Trade Corp is the formation of cliques. Employees form cliques to gain social support, information, and influence. These cliques often exclude employees who are not part of the group, leading to a sense of isolation and exclusion among non-members. Cliques can also become a breeding ground for rumors, gossip, and backstabbing, which can create a toxic work environment.

Another common form of politics in Trade Corp is favoritism. Managers often play favorites with certain employees, offering them promotions, bonuses, and other rewards, regardless of their performance. This creates a sense of unfairness and demotivation among employees who feel that they are being overlooked for opportunities that they deserve.

The power and politics in Trade Corp have had a significant impact on employee morale, motivation, and job satisfaction. The competitive and cutthroat culture has created a work environment where employees are constantly under stress and pressure to perform. The use of politics to gain an advantage over peers has created a sense of distrust and suspicion among employees, leading to a lack of cooperation and collaboration.

The formation of cliques has created a sense of exclusion and isolation among non-members, leading to a lack of social support and a feeling of being undervalued. The use of favoritism has created a sense of unfairness and demotivation among employees who feel that their hard work and dedication are not being recognized or rewarded.

In conclusion, power and politics are an integral part of organizational behavior, but their misuse can have a significant impact on employees' morale, motivation, and job satisfaction. In Trade Corp, the pursuit of power and political influence has created a competitive and cutthroat culture that has led to a toxic work environment. The use of politics to gain an advantage over peers has created a sense of distrust and suspicion among employees, leading to a lack of cooperation and collaboration. The company needs to address these issues to create a more positive and productive work environment.

Questions:

1. How would you attain a powerful position in a company?
2. Is politics bad for any company?
3. According to you, how power and politics can affect the working environment and morale of employees?