How power and politics impacts an organizational unit in terms of achieving the firm's goals?

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Abstract—the principle point of this research study is to explore the effects of organizational culture on job performance and productivity in the setting of United States which is the center of multinational organizations. This study would focus on technology industry with key objectives being the following:

To study and analyze the effect of power and politics on organizational units.

To study and analyze the important aspects of power and politics in organizations.

To study and analyze the various aspect of higher organizational units.

To make addition in theory and fill research gap.

Index Terms— multinational organizations, organizational units, firm's goals, organizational culture, job performance and productivity.

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Identification of issue or problem

1 Introduction

A significant number of researches are conducted to investigate the effect of power and politics on organizational units in terms of achieving its goals. This could be utilized for measuring financial performance of an association (Kotter & Heskett, 1992). Though, organizational culture could differ because social characteristics contrast from association to association and certain social attributes could be of competitive advantage (Barney, 1986). The values and traits around the world are varying quickly, and it also brings the change in the level of worker satisfaction and expectation. The organizational culture put extra effort to adapt these dynamic changes and take care of the differing demand of workers satisfaction and expectation.

Daskin et al., (2012) perceived that scarcity of resources; favoritism and organizational support are the variables effecting the organizations and their activities. Supportive culture is used as a motivational mechanism for employees who motivates them to work efficiently and guarantees more productivity. The organizational culture can make harmony between these two issues to attain to its most extreme level of adequacy and productivity that demonstrates the connection between organizational culture, job performance and productivity. Organizational culture is crucial for success of organizations. This is strongly affected by power and politics in the organizations.

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1.2 Statement of Research Problem

How power and politics impacts an organizational unit in terms of achieving the firm's goals?

1.3 Who will benefit Research?

The findings of this report will certainly help the organizational leadership to understand the internal loopholes like politics and practice of power by individuals and devise a better strategy to overcome them. By rectifying those barriers the firm would be in a better position to achieve the set targets and goals. The workforce wil also benefit as a result of an adequate working environment which will be the most likely outcome after this transformation.

1.4 Report Credibility

This study would employ quantitative methods as it is a splendid tool to analyze a number of studies. It helps in understanding the behaviors of society with utmost clarity and transparent manner. While taking these kinds of researches, it the responsibility of the researcher to take care of the sentiments of the participants. The surveys or questionnaires shall be designed in such a manner that these provide an ease to the respondents to express their opinion in true means. The beauty of Survey research is that it can be conducted on even a single group of people. Survey research is simple and involves directing questioning through interviews or polls. The process of selecting samples in the survey research includes probability sampling and non-probability sampling. The probability sampling based surveys produce unbiased results. Thus, the expected sample mean value is always

equal to the population mean value. However, it has a slight measureable error of sampling often expressed in margin of error.

Ethical consciousness has emerged as one of the fundamental needs of organizations as most of them aim for their members to project unified code of ethics. The research problem revolves around the concept that ideal sharing of ethical reasoning and moral intent can be achieved by sharing determinants related to individual, organizational and social factors. There might be barriers present in a particular organizational setting which act as a hindrance in our activity. However the process of data collection can be a difficult and researchers might face some difficulties in that.

One of the most serious problems that could be encountered in the data collection is the non-cooperative behavior of participants. Mostly people take activities like these as non-productive and time wastage so they are reluctant in participation. The other major problem that researchers might face during data collection will be the hesitation of participants in giving their exact information. This problem will be overcome by doing cross questioning, convincing them through dialogue and keenly observing the participant's responses. Similarly another difficulty in data collection would be avoided by ensuring greatest level of flexibility for participants. Furthermore interest of the participants would be maintained by using incentive based approach throughout data collection process.

The data collection needs to be carried out in the most efficient and precise manner as reliability of research is directly linked with it. For any scientific research to be

credible, it has to be valid and reliable. Reliability can simply be described as the consistency of the measurements and validity as the accuracy of the measurements used in the study. The quality of a research can be tested using validity and reliability. The credibility of the research can be enhanced by looking at the strengths and weaknesses of the research which is done by analyzing available data.

2 Research Study Literature related to issue/ problem

This research will utilize concepts and theories proposed by various authors. Some of these include the following: The organizational unit is defined as the shared values and views of individuals within the association that serves to shape the conduct of representatives. Burstein & Linton (2002) stated that there is direct impact of political parties, interest groups and social movement organizations on organizational policies. He suggested that politics and power in the workplace negatively impact the morale of the employees. Joy & Shields (2013) stated that politics of austerity have created an economic crisis and thus have strong impacts on the organizations working environments.

Reedy (2014) stated that anarchism in the organization is the only possible solution for managing organizational affairs. This paved the way for reconciling the community and autonomy in the organization. The job performance of employees alludes to their capacity to perform a particular errand in a particular way that can be analyze on a scale as high, low or medium. The expression "performance" can be utilized to portray diverse viewpoints,

for example, employee job performance, organizational performance, societal performance and so forth.

Many researchers investigated the two measurements of performance which are known as action and outcome dimension, an action dimension represent the behavioral perspective while the outcome dimension explains the performance perspective. The behavioral perspective of job performance is thought to be matched with work circumstance and occupation details. At that point this specific behavioral perspective transforms into a method for attaining to organizational objectives and destinations that is the performance aspect.

According to Dutton and Jackson (1987), cultures likewise give cognitive systems through which individuals translate what they watch and encounter and give dialect and referents to use in corresponding with others. The studies on strategic decisions of organization has demonstrated that diverse administrators may decipher same occasions as circumstances or dangers and that these elucidations, thusly, are identified with the moves made.

The management of organizational performance is a procedure of conveying managed accomplishment to associations by enhancing capacities of employees. Ahmad (2012) conducted a study on performance management by relating it to organizational political setup; he stated that organizational politics is a significant element in performance administration which is hardly concentrated on. In the study, exploratory research method is used to investigate the effect of organizational culture on

performance management. The information was gathered by using surveys. The Correlation and regression method is used as a statistical tool to analyze the study. The results demonstrate that contribution is profoundly connected with consistency and flexibility. Additionally, different measurements of organizational culture have altogether positive association with the performance management.

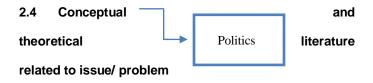## 2.2 Case Study Literature related to issue/problem

Hypothesis

H1: There is a significant positive relationship between organizational performance and employee attitude about the political framework of Apple Inc

H2: There is a significant positive relationship between organizational performance and power structure in Apple Inc

In this research study, Power and Politics in organization has considered as the independent variable while organizational performance and productivity are our dependent variables. The research study will use a research model, as shown in *Figure* given below, to investigate the relations among the paradigms of this study, namely organizational power, performance and productivity of Apple Inc.

2.3 Theoretical Framework

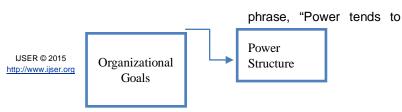## 2.4 Conceptual and theoretical literature related to issue/ problem

Apple Inc had been under the severe constraints from the institutional powers and internal politics. Above discussion indicates that there is direct relationship between organizational performances and its power and politics. Power had been defined in the literature as the ability to influence the behaviors of others. The strong powers of the CEO like Steve Jobs have negative consequences about the employee perceptions. The company may feel severe turnover of the employees due to unequal power distribution.

2.5 Options identified in literature for approaching the problem

Power distribution and political framework have both negative and positive effects on the organization and its performance. Powerful CEO of the organization like Steve Jobs has power to align the organization to achieve its goals. Steve Jobs owing to his extraordinary abilities and high powers in the company organize Apple Inc towards lofty goals.

Apple Inc is following the autocracy culture. There is authority of single person. Previously Steve Jobs was following the strict autocracy culture. Studies indicated that autocracy can destroy the companies and countries. The phrase, "Power tends to

corrupt, and absolute power corrupts absolutely" was first said by English historian John Emerich Edward Dalberg, who warned that power was inherently evil and its holders were not to be trusted. History shows that power can be intoxicating and can be devastating when abused, as seen in high-profile cases such as those involving Enron Corporation and government leaders such as the impeached Illinois Governor Rod Blagojevich in 2009".

2.6 Summary of literature review

The major influencing behavior in this study is the political behavior. This involves attempts by someone to influence others. This worked as source for advancing towards organizational goals. Describing in this way all the behaviors can be regarded as a political. Apple Inc politics involves actions by individuals, teams or departments to acquire develop and use powers. Employees are mainly concerned about office politics. It is stated that ideal work settings are those that are free from political behavior. A report suggests that 70% of the workers of the organization are involved in the politics. It is to be stated that in order to be successful, employees need to be involved in politics. There are some employees, who generally lift the negative stirs about the politics by involving in back room dealing, manipulating, hidden agendas. Such behaviors may be detrimental for organizations. Apple Inc is a self driven organization and employees there felt that organization is not concerned about their benefits and then employees are less committed about their work. This may cause the drop out in the organization productivity and performance. The proposed model suggests that environmental elements like

politics and justice have strong impact on the individuals working in the organizations which may also affect the individual stress level.

3 Conclusions and Recommendations

3.1 Conclusions

From the above analysis we can interpret that Apple Inc is under the conflicting political and power issues. There is need to enhance the workplace power and politics to make the organization more productive and progressive. The organizations are transcendently progressive these days that posture tremendous challenges and opportunities for the leadership. Seeing such dynamism is extremely vital to seek after the organizational key destinations that analyze the effect of organizational culture on job performance of employees. The results show that organizational culture essentially impacts job performance of employees and profit in the element developing setting.

3.2 Recommendations

Overcoming ineffective politics: Ineffective workplace politics in organizations can be overcome by following these four steps.

- Organization leadership should be work in accordance to creation of mutual and collective goals. In case of Apple Inc employee's motive would be to perform well to enhance workplace performance. These goals should be single, qualitative, time bound and shared.

- Objectives must be developed by mutual

agreement of all the employees

- Third step is the creation of standard operating objectives. Employees in organization must know these standards i.e., high performance and productivity etc.

- After developing standards next step is to measure performance of the employees against these standards by developing matrices.

4 References

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