

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

lecture 11
Power and politics
(PSYC-6223)

POWER & POLITICS

- Power and politics are two face of a single coin.
- They move parallelily together.



WHAT IS POWER

Power refers to the possession of authority and influence over others.

KEYS TO HAVE POWER

Dependence

Importance

Scarcity

Nonsubstitutability

WHY IS POWER REQUIRED?

- **Providing direction**
- **Get fast access to decision makers**
- **Maintain regular, frequent contact with decision makers**
- **Assisting in the management process**
- **Structure to organisations**
- **Assist to employees in performing better**
- **Articulate the goals**

TYPES OF POWER

- **Coercive power**
- **Legitimate power**
- **Reward power**
- **Referent power**
- **Expert power**

COERCIVE POWER



Coercive power is the ability of a manager to force an employee to follow an order by threatening the employee with punishment if the employee does not comply with the order.



Examples of coercive power

- **Threats of write-ups,**
- **Demotions,**
- **Pay cuts, layoffs,**
- **Terminations if employees don't follow orders.**



LEGITIMATE POWER

Legitimate power is power you derive from your formal position or office held in the organization's hierarchy of authority.

A 3D illustration featuring a central yellow figure sitting on a grey bench. Two grey figures stand on either side of the bench, with their arms crossed, suggesting a formal or authoritative setting. The background is a plain, light-colored surface.



- Example of legitimate power**
- **The president of a corporation has certain powers because of the office he holds in the corporation.**



REWARD POWER

Reward power is simply the power of a manager to give some type of reward to an employee as a means to influence the employee to act.

Rewards can be

- **Tangible**
- **Intangible.**



Tangible rewards are physical things like

- Monetary awards,
- wage or salary increases,
- bonuses, plaques,
- Certificates, medals
- gifts.



Intangible rewards are not physical things, but can be

more effective like

- **Praise,**
- **Positive feedback,**
- **Recognition,**
- **More responsibility including a rise in status,**
- **Well-timed 'thank-you'.**



REFERENT POWER

Referent power is power of an individual over the Team or Followers, based on a high level of identification with, admiration of, or respect for the powerholder/ leader.



Examples of referent power are

- Nationalism,
- patriotism,
- celebrities,
- mass leaders,
- widely-respected people.



PATRIOTISM

EXPERT POWER

Expert power is power based upon employees perception that a manager or some other member of an organization has a high level of knowledge or a specialized set of skills that other employees or members of the organization do not possess.



Example for expert power



POSITIVE EFFECTS OF POWER

- **Leadership responsibilities**
- **Organizational and personal goals**
- **Inspire commitment**
- **Creativity**
- **Reduction of bureaucratic obstacles**



NEGATIVE EFFECTS OF POWER

- **Bully Bosses**



- **Manipulator**

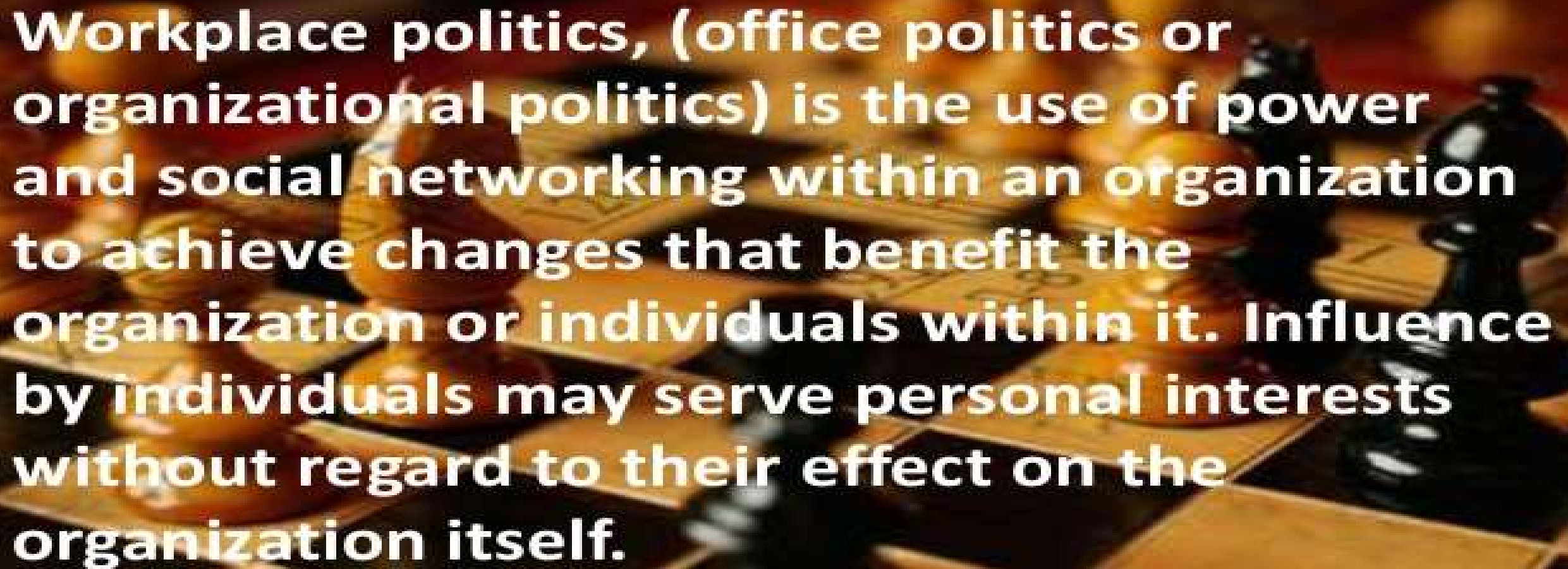


**FALSE
HOPE™**



WHAT IS POLITICS?

Workplace politics, (office politics or organizational politics) is the use of power and social networking within an organization to achieve changes that benefit the organization or individuals within it. Influence by individuals may serve personal interests without regard to their effect on the organization itself.

A close-up photograph of a chessboard with several chess pieces, including a black king and a white knight, illustrating the concept of workplace politics.

WHY IS POLITICS REQUIRED?

- To come in the limelight and gain undue attention and appreciation from the seniors.
- To obtain advantages which are beyond their control.
- Getting thing done at right time.





TYPES OF POLITICS

- **Attacking and blaming**
- **Controlling information**
- **Forming coalitions**
- **Cultivating networks**
- **Creating obligations**
- **Managing impressions**



ATTACKING AND BLAMING

- **Targeting on other's**
- **Blaming other's**
- **Not accepting faults**



CONTROLLING INFORMATION

- **Maintaining secrets**
- **Incomplete information**
- **Wrong information**
- **Destroying information**



FORMING COALITIONS

- **Forming negative aspects on others**
- **Groupism**
- **Rationalism**



EFFECTS OF POLITICS

- **Decrease job satisfaction**
 - **Increased anxiety and stress**
 - **Decreased in overall productivity**
 - **Affects Concentration**
 - **Spoils the Ambience**
 - **Changes the Attitude of employees**
 - **Demotivated employees**
 - **Wrong Information**
- 
- A photograph showing a man in a dark suit and a red tie being pulled back by a thick, light-colored rope. The rope is held taut by another person whose hand and part of a white shirt are visible on the right side of the frame. The background is a brightly lit office hallway with white walls and doors. The man's body is angled away from the camera, and his feet are visible at the bottom of the frame.

IS P&P REQUIRED IN AN ORGANISATION?

The political game is played everywhere, whether it is during a conversation at work, at home, at school, or even at the grocery store. Politics are prevalent in the workplace. Unlike power, politics do not have to be played by everyone within an organization. Yes, p&p is required in order for things to run smoothly is part of any organization. For employees to advance in their career, they need to recognize and accept the game in their organization.

CONCLUSION

Organizational politics is necessary for a leader to acquire and retain power and to accomplish major goals. Although political behavior can be unethical and destructive, it also can and should be ethical and contribute to a balanced set of interests.

Your democratic institutions... must foster, defend, and enlarge institutions by which knowledge can be made greater and choices wider and more certain. ...The real function of power and the order it creates... is the liberation of men and women to think and be and make the most of themselves.

THANK YOU

