

# THE ANALYSIS OF THE PERCEPTION OF ORGANIZATIONAL POLITICS AMONG UNIVERSITY FACULTY

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## Abstract

The purpose of this research is to empirically test the perception of organizational politics among university faculty in the context of Pakistan. It has been seen that quite a few people in universities have reached or climbed to a position to which they do not belong. The study aimed to find out the extent to which politics was involved in their elevation. The plan of the study involved the collection of data about the perception of organizational politics among the university faculty in Karachi. The sample size of 110 faculty members from various higher education institutions was collected. The instrument used for this study was the 15-item Perception of Organizational Politics Scale (POPS) developed by Kacmar and Carlson (1997). The scale includes three sections such as People in this organization attempt to build themselves up by tearing others down; Agreeing with powerful others is the best alternative in this organization and When it comes to pay raise and promotion decisions, policies are irrelevant. Respondents recorded their views on a 5-point Likert-scale response format ranging from strongly disagree to strongly agree. Pearson Correlation Chi square was used to test the hypotheses at 0.05 level of significance. The result supports the hypothesis that there is an association between powerful political groups and employees' survival in higher education institutions. The study also highlighted the significant relationship between employees' perceived satisfaction regarding pay and promotion against the prevailing pay and promotion policies in various institutions of higher education. Based on the findings of this study, related global implications and future avenues are discussed.

**Keywords:** perception of organizational politics, powerful political groups, pay and promotion policies,