Title:
Organizational Politics in the Workplace

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Session Title:
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References:
Basir, U. & Basim, N. (2016) A cross-sectional survey on consequences of nurses' burnout: moderating role of organizational politics. *Journal of Advanced Nursing*, **72**, 1838 – 1850.

Cacciattolo, K. (2015) Organizational Politics: The Positive and Negative Sides. *Scientific Journal*, **11**, 212 – 129.

Ferris, G. R., Perrewé, P. L., Daniels, S. R., Lawong, D., & Holmes, J. J. (2016). Social influence and politics in organizational research what we know and what we need to know. *Journal of Leadership & Organizational Studies*, Advanced Online Publication, doi: 1548051816656003.

Abstract Summary:
Organizational politics is a phenomenon common in almost all institutions and is linked with undesirable consequences in employees. Although there has been a plethora of research around the world on this topic, studies describing organizational politics in nursing remain underexplored.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
The learner will be able to understand the role of organizational politics in the workplace.	Define organizational politics and offer international research studies completed on aspects of nurses' stress, burnout levels, turnover intention, and job satisfaction.
The learner will be able to discuss the aspects of nurses' stress, burnout levels, turnover intention and job satisfaction as it relates specifically to the nursing profession.	Describe nurses' stress, burnout, turnover and job satisfaction.
The learner will be able to identify implications of organizational politics in formulating strategies which could minimize the effects and foster the nursing employment sector.	Discuss possible strategies that may be effective in lessening organizational political issues and concerns.

Abstract Text:

Organizational politics is a phenomenon common in almost all institutions and is linked with undesirable consequences in employees. Defined as a broad term, organizational politics is the performed actions of an individual which focuses only on themselves or their own self-needs without considering the needs of other individuals or an organization. Although there has been a plethora of research around the world on this topic, studies describing organizational politics in nursing remain underexplored. A cross-sectional research design was utilized in this study. One hundred sixty-six Filipino nurses participated in this study. Five standardized tools were used: the Job Satisfaction Index, the Job Stress Scale, the Burnout Measure Scale, the Turnover Intention Inventory Scale, and the Perception of Organizational Politics Scale. Nurses employed in both private and government-owned hospitals perceived moderate levels of organizational politics. Positive correlations were identified between perceived organizational politics and job stress, turnover intention and job burnout. Negative correlations were found between perceived organizational politics and job satisfaction. When looking at the Filipino nurses responses, which were lower when compared to the finding in other international studies, a strong link was found between organizational politics perceptions and the four job outcomes (stress and burnout levels, turnover intention and job satisfaction). The conclusion of this study identified perceived organizational politics which predicted nurses' stress and burnout levels, turnover intention and job satisfaction. This study revealed that Organizational Politics were strongly linked to low job satisfaction, increased stress and burnout level in nurses including intentions to leave their organizations. Implications for nursing included formulating strategies and interventions which could minimize the effects of workplace politics and foster employee efficiency and organizational productivity by policy makers and nurse administrators. Some suggestions that could be implemented would include: individualized nurse directed and additional organizational directed activities of adequate new staff orientation and continued training, offering of courses for specialty certifications, staff mentoring, leadership course and peer support.