

POWER AND POLITICS

A thin, horizontal line of light, possibly representing a horizon or a beam of light, stretches across the width of the slide just below the title.

POWER

- The capacity that a person has to influence the behaviour of another person so that the other person acts in accordance to their wishes.
- Aspects of power
 - Potential
 - Dependence

TYPES OF POWER

- Reward
 - Coercive
 - Legitimate
 - Referent/ Personal
 - Expert
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EFFECTS OF POWER BASES

Type of power	Effect
Reward	Compliance
Coercive	Resistance
Legitimate	Compliance
Personal	Commitment
Expert	Commitment

ORGANISATIONAL POLITICS

- Intentional behaviours that are designed to enhance/protect a person's influence and self-interest

POLITICAL TACTICS USED TO GAIN POWER

- Social exchanges
 - Identification with a higher authority
 - Selective service
 - Control of information
 - Alliances
 - Networking
 - Power and status symbols
 - Power plays
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IMPRESSION MANAGEMENT

- Ability to protect one's self image and deliberately influence others assessment of them.
 - Efforts by individuals to produce favourable first impression
 - 1. Self enhancement
 - Dressing and grooming
 - Positive image creation
 - 2. Other enhancement
 - Flattery
 - Expressing agreement
 - Showing interest
 - Asking for feedback/advise
 - Showing liking
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CAUSES OF POLITICAL BEHAVIOUR

- Individual factors
 - Self monitoring
 - Locus of control
 - Machiavellianism
- Tendency to engage in politics is influenced by:
 - Investment in the job
 - Job alternatives
 - Expectations of success

ORGANISATIONAL FACTORS

- Declining resources
 - Promotional opportunities
 - Low trust
 - Role ambiguity
 - Performance evaluation systems
 - Zero sum reward system
 - Democratic decision making processes
 - Pressure of high performance
 - Reward of political behaviours
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