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# Political Psychology in the Workplace: Analysing the Impact of Political Climate on Organizational Behaviour and Management Strategies

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**Abstract:** *This article provides a comprehensive exploration of the symbiosis between political psychology and organizational dynamics, meticulously analyzing the intricate impact of the political climate on workplace behavior. Employing a mixed-methods approach, incorporating surveys and qualitative interviews, alongside an extensive literature review, the study aims to unravel the psychological underpinnings and offer profound insights into the development of adaptive management strategies. By understanding the complexities of political dynamics within workplaces, this research seeks to guide organizations towards fostering inclusive, positive environments that facilitate effective employee collaboration and decision-making.*

**Keywords:** *Political Behavior, Overview, Handbook, Science, Support, Work Behaviors.*

## 1. INTRODUCTION

In contemporary organizational landscapes, the intersection of political psychology and the workplace emerges as a compelling focal point, directing attention towards the intricate web of influences exerted by the political climate on organizational behavior. This article undertakes a comprehensive exploration, seeking to unravel the multifaceted impact of political dynamics within the workplace. The political climate, characterized by prevailing ideologies, power structures, and interpersonal relationships, serves as a complex backdrop against which organizational interactions unfold.

Delving into the intricate psychological dimensions of this phenomenon becomes paramount, as it involves deciphering the cognitive, emotional, and behavioral responses of individuals within the organizational milieu. Employees' attitudes, decision-making processes, and



collaborative endeavors are intricately interwoven with the prevailing political climate. By understanding the subtle yet powerful psychological underpinnings of these dynamics, this exploration aspires to provide nuanced insights that go beyond surface observations.

Central to the objectives of this exploration is the formulation of adaptive management strategies. In acknowledging the diverse challenges posed by political dynamics within contemporary workplaces, there arises a critical need for organizational leaders to adopt an informed and agile approach. This involves recognizing the ever-evolving nature of the political climate and developing strategies that can adeptly navigate its complexities.

The nuances embedded within the political psychology of the workplace necessitate a deeper understanding of how organizational structures and cultures are shaped by political factors. This understanding, in turn, becomes the bedrock for crafting management strategies that are not only responsive to the current political climate but also anticipatory of potential shifts. Adaptive strategies, grounded in psychological insights, empower organizational leaders to foster environments that are resilient in the face of political challenges and conducive to sustained productivity.

By positioning political psychology at the forefront, this exploration aims to shed light on the subtle dynamics that influence workplace behavior. It underscores the importance of moving beyond superficial observations and delving into the underlying psychological mechanisms at play. In doing so, the article seeks to equip organizational leaders with a holistic understanding, enabling them to formulate management strategies that are not only responsive to the prevailing political climate but also transformative in shaping a workplace culture that thrives amidst political diversity and change.

## **2. RELATED STUDIES**

### **Understanding Political Dynamics in Organizations**

**"Political Influence Compatibility: Fitting the Person to the Climate" by Christiansen, N., Villanova, P., & Mikulay, S. (1997):**

Christiansen et al. explore the concept of political influence compatibility in organizations, focusing on aligning individuals with the organizational climate. This study delves into the intricate dynamics between personal traits and the political environment within organizations, offering insights into how individuals can navigate and thrive in varying political climates.

**"Political Skill in Organizations" by Ferris, G. R., Treadway, D. C., Perrewé, P. L., Brouer, R. L., Douglas, C., & Lux, S. (2007):**

Ferris and colleagues investigate the role of political skill in organizational contexts. Their work contributes to understanding how individuals can effectively navigate organizational politics, emphasizing the importance of political acumen for career success and organizational effectiveness.

**"Political Behavior in Organizations" by DuBrin, A. J. (2009):**

DuBrin's work provides a comprehensive exploration of political behavior within organizations. This book serves as a resource for understanding the various facets of political



dynamics at play in organizational settings, offering practical insights and theoretical frameworks to navigate the complexities of workplace politics.

**"Working While Liberal/Conservative: A Review of Political Ideology in Organizations" by Swigart, K. L., Anantharaman, A., Williamson, J. A., & Grandey, A. A. (2020):**

Swigart et al. conduct a review on the impact of political ideology in organizations, specifically exploring how individuals' political affiliations may influence their experiences in the workplace. The study provides a contemporary perspective on the intersection of political beliefs and organizational dynamics.

**"Organizational Politics and Organizational Support as Predictors of Work Attitudes, Job Performance, and Organizational Citizenship Behavior" by Randall, M. L., Cropanzano, R., Bormann, C. A., & Birjulin, A. (1999):**

Randall et al. examine the predictive role of organizational politics and organizational support in shaping work attitudes, job performance, and organizational citizenship behavior. This research contributes to our understanding of the impact of political dynamics on various aspects of employee behavior and performance.

**"Factors of Perceived Organizational Politics: An Analysis of What Contributes the Most?" by Sultan, S., Kanwal, F., & Gul, S. (2015):**

Sultan et al. investigate the factors contributing to perceived organizational politics, offering insights into the elements that play a significant role in shaping employees' perceptions of political dynamics within organizations. The study contributes to the literature on organizational politics by identifying key determinants of perceived political behavior.

**"Political Behavior: An Overview" by Carmines, E. G., & Huckfeldt, R. (1996):**

Carmines and Huckfeldt provide a foundational overview of political behavior, laying the groundwork for understanding the dynamics of political actions within organizations. This work emphasizes the importance of considering individual and collective political behavior, setting the stage for subsequent research on the intersection of politics and organizational behavior.

**"The Relationship of Organizational Politics and Support to Work Behaviors, Attitudes, and Stress" by Cropanzano, R., Howes, J. C., Grandey, A. A., & Toth, P. (1997):**

Cropanzano et al. examine the relationship between organizational politics, organizational support, and various work-related outcomes. The study contributes to the understanding of how perceptions of political dynamics and organizational support can impact employees' behaviors, attitudes, and stress levels.

**"Perception of Organizational Politics, Psychological Safety Climate, and Work Engagement: A Cross-Level Analysis Using Hierarchical Linear Modeling" by Silva de Carvalho Chinelato, R., Tavares, S. M. D. O., Ferreira, M. C., & Valentini, F. (2020):**



This study by Silva de Carvalho Chinelato et al. employs hierarchical linear modeling to analyze the cross-level relationships between the perception of organizational politics, psychological safety climate, and work engagement. The research contributes to our understanding of how these factors interact across different levels within an organization.

**"Relationships between Ethical Climate, Political Behavior, Ethical Leadership, and Job Satisfaction of Operational Officers in a Wholesale Company, Bangkok Metropolitan Region" by Naiyananont, P., & Smuthranond, T. (2017):**

Naiyananont and Smuthranond explore the relationships between ethical climate, political behavior, ethical leadership, and job satisfaction in the context of operational officers in a wholesale company in the Bangkok Metropolitan Region. The study provides insights into the complex interplay between ethical considerations, political dynamics, leadership, and employee satisfaction within specific organizational roles and settings.

### **3. METHODOLOGY**

A judicious blend of quantitative and qualitative methodologies forms the backbone of this study. Surveys and in-depth qualitative interviews were conducted to solicit and examine employees' perceptions and experiences related to the prevailing political climate in their respective workplaces. Concurrently, a meticulous literature review was undertaken to assimilate theoretical frameworks from political psychology into the organizational context, ensuring a robust foundation for the ensuing analysis.

### **4. RESULTS AND DISCUSSION**

#### **Deciphering the Organizational Landscape**

The empirical investigation delved deep into the complex interplay between the political climate and organizational behavior, revealing insights that illuminate the multifaceted impact of political dynamics within the workplace.

#### **1. Employee Attitudes in the Political Milieu:**

The study unraveled a significant correlation between the prevailing political climate and employee attitudes. In environments marked by heightened political polarization, employees demonstrated a greater tendency to align their attitudes with prevailing ideologies. Cognitive biases, such as confirmation bias, were observed, wherein individuals tended to selectively process information that reinforced their existing beliefs. This alignment of attitudes based on the political climate not only influenced individual perspectives but also contributed to the formation of distinct subcultures within the organization.

#### **2. Collaboration Amid Political Diversity:**

Collaboration emerged as a key dimension profoundly influenced by the political climate. The study identified a nuanced relationship between political diversity and team dynamics. While diverse perspectives foster innovation, the study highlighted challenges



related to effective collaboration when political differences were pronounced. Social identity dynamics played a crucial role, with employees tending to align themselves with like-minded colleagues. The presence of clear power structures within teams also influenced collaboration patterns, with hierarchical dynamics shaping the extent to which diverse perspectives were integrated into decision-making processes.

### **3. Decision-Making Processes Under Political Influence:**

The research uncovered intricate connections between the political climate and decision-making processes within organizations. The impact of political dynamics on decision-making was manifested through the influence of individual cognitive biases and the broader organizational culture. Confirmation bias, for instance, played a role in shaping the information sought and considered during decision-making, potentially leading to suboptimal choices. Additionally, the study revealed that power structures influenced decision-making hierarchies, with individuals aligning their choices with the prevailing political ethos to enhance their influence within the organization.

## **Navigating Organizational Implications**

### **1. Managerial Awareness and Adaptation:**

The empirical insights emphasize the imperative for organizational leaders to cultivate heightened awareness of the intricate interplay between political dynamics and organizational behavior. Managers need to recognize the potential impact of the political climate on employee attitudes and acknowledge the formation of subcultures within the workplace. This awareness becomes the cornerstone for formulating strategies that foster a workplace environment conducive to open dialogue and collaboration across diverse political perspectives.

### **2. Mitigating the Impact of Cognitive Biases:**

The study underscores the need for proactive measures to mitigate the impact of cognitive biases fueled by the political climate. Training programs aimed at enhancing cognitive flexibility and critical thinking skills can empower employees to navigate information more objectively, fostering a culture of evidence-based decision-making. Managers should actively promote an organizational ethos that values diverse perspectives and encourages individuals to challenge their own biases, contributing to a more inclusive decision-making process.

### **3. Fostering Inclusivity and Workplace Harmony:**

Recognizing the potential divisive impact of the political climate, organizational leaders must actively work towards fostering inclusivity and promoting workplace harmony. This involves creating a culture that values diversity of thought and encourages respectful dialogue. Employee resource groups, forums for open discussions, and inclusivity training programs can contribute to establishing a work environment where individuals feel valued regardless of their political beliefs. Additionally, the study suggests that organizational policies should be crafted with a keen awareness of potential political biases to ensure fairness and equity.



#### **4. Strengthening Leadership Communication:**

Leadership communication emerged as a pivotal aspect in navigating the organizational implications of the political climate. Transparent communication about organizational values, emphasizing the importance of inclusivity, and acknowledging the existence of diverse political perspectives can contribute to building a cohesive workplace culture. Managers should engage in open and empathetic communication to bridge divides and build a shared understanding of the organization's overarching goals, irrespective of individual political affiliations.

#### **5. CONCLUSION**

##### **Shaping a Resilient Organizational Culture**

In conclusion, the results and ensuing discussion highlight the intricate ways in which the political climate permeates organizational behavior. The profound impact on employee attitudes, collaboration, and decision-making processes necessitates a proactive and adaptive approach from organizational leaders. By cultivating awareness, mitigating cognitive biases, fostering inclusivity, and strengthening leadership communication, organizations can navigate the challenges posed by the political climate and shape a resilient workplace culture. This culture, grounded in a deep understanding of the psychological nuances at play, not only withstands the potential divisive impact of politics but leverages diverse perspectives for the collective benefit of the organization.

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