

**A Study on Workplace Politics in Private and Public Sector Banks in
Ampara District**



Premavakini Vaithilingam



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**Department of Management
Faculty of Commerce and Management
Eastern University, Sri Lanka**

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District

Abstract

The workplace politics is a common phenomenon in any organizations including banking sector. However, there is a research gap in finding out the level and general perception of workplace politics in the banking context of Ampara district. This condition necessitates a call for conducting a research on workplace politics in the public and private sector banks in Ampara district. Measuring the level of politics, identifying the employee's attitude and belief and identifying the perceived politicization of HRM processes are the three objectives of this study. The framework for this research was developed based on the above three objectives. Variables of supervisor's behavior, co-worker's behavior, and organizational policies and practices were used to measure the level of workplace politics, ten statements about workplace politics were analyzed to find out the second objective and thirteen HRM processes including promotion, transfers, hiring, workload allocation, facilities and equipment allocation, delegation of authority, interdepartmental coordination, HRM policies and practices, disciplinary penalties, job rotation, work appraisals, pay, and grievances and complaints were analyzed to identify the perceived politicization. The self administered questionnaire was distributed to collect the data from 179 employees and they were analyzed using univariate analysis.

According to the findings, there was a moderate level of workplace politics and reference to second objective, the statements to politics in organizations are detrimental to efficiency, organizations free of politics is happier than where there is a lot of politics, politics not help organization functions effectively, powerful executives act politically and only organizationally weak people don't play politics, you have to political to get ahead and successful executives must be good politicians were agreed nearly in the same percent in both sectors except the higher you go in organization, the more political the climate becomes, top management should try to get rid politics within organizations and the existence of workplace politics is common showed ambivalence. Concerning the third objective, there was moderate perceived politicization in all above HRM processes.

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