

**IMPACT OF PERCEIVED ORGANIZATIONAL POLITIC ON
ORGANIZATIONAL COMMITMENT AND ORGANIZATIONAL
CITIZENSHIP BEHAVIOR: A COMPARATIVE STUDY
BETWEEN EUSL AND SEUSL**

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Abstract

The purpose of this study was to investigate the Impact of Perceived Organizational Politics on Organizational Commitment and Organizational Citizenship Behavior among two selected state Universities in Eastern province. Organizational Citizenship Behaviors as “individual behavior that is discretionary, not directly or explicitly recognized by the formal reward system, and that in the aggregate promotes the effective functioning of the organization.

The instrument closed ended questionnaire was developed for this study and distributed using a stratified random sampling technique to two selected state Universities in Eastern province. Total sample size of research is 307 employees in EUSL and SEUSL. Research applied Pearson correlation, regression analysis, t-test and One Way ANOVA to examine the hypotheses.

The higher Perceived Organizational Politics leads to decrease the level of employees' Organizational Commitment and Organizational Citizenship Behavior findings from the study exposed-that there was a significant negative impact between employee's Perceived Organizational Politics and Organizational Commitment, A significant negative impact was also found between Perceived Organizational Politics and Organizational Citizenship Behaviors and a positive impact between Organizational Commitment and Organizational Citizenship Behavior. The findings of this paper contribute to the understanding of the impact between leadership, performance, and politics in the workplace and in the public sector in particular.

Keywords: *Organizational Citizenship Behaviors, Organizational Commitment, Perceived Organizational Politics, EUSL, SEUSL*

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