

**AN ANALYSIS OF FACTORS AFFECTING
ORGANIZATIONAL POLITICS WITHIN IT COMPANIES IN
SRI LANKA**

Sahan Weerasekera

159137T

Degree of Master of Business Administration in Information Technology

Department of Computer Science and Engineering

University of Moratuwa

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DECLARATION

I declare that this is my own work and this thesis does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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ABSTRACT

Similar to real world, politics do exist within organizations. According to many studies organizational politics is a search of self-interest of individuals in the organization..

The questions how it affects employees and to what level it operators within organizations are key areas that were put into focus during the literature review conducted as part of this research. After a broad review of literature in this area more than 20 literature sources with specific content were identified and a critical evaluation was carried. From this review it was identified that workplace bullying, work related stress, high workload, poor leadership and poor performance appraisals to be key factors which enable politics to grow within an organization.

The literature review also identified that information technology sector has a greater tendency towards politics. Therefore different concepts were further analyzed to identify which factors would have what kind of relationship towards organizational politics within Sri Lanka. Mainly the analysis was carried out around the three key factors of leadership, performance appraisals and job satisfaction.

A structured questionnaire and statistical analysis software were used as research tools to collect and further analyze data. An inferential analysis was conducted in order to identify the connection between the independent variables and dependent variable. According to the results of the analysis there is a positive correlation between bad leadership and poor performance appraisals towards high level of politics within organizations. Furthermore, it was identified that there is no significant relation between job satisfaction and politics. The interrelation of independent variables was identified towards the dependent variable. The results from the research suggest that actions should be taken to minimize political harassments as a key consideration for organizations.

The core question that the research attempts to answer “Is organizational politics an essential factor for an organization to maintain balance?” or “Is it a virus which could bring an organization to its own knees?” reveals that at the end of the day it is important to learn how to adjust to organizational politics rather than rejecting it, to grow up as a successful professional.

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LIST OF ABBREVIATIONS

Abbreviation		Description
ACM	-	Association for Computing Machinery
BA	-	Business analysis
Dev.	-	Development
IEEE	-	Institute of Electrical and Electronic Engineers
IT	-	Information Technology
OP	-	Organization Politics
POP	-	Perception of Politics
QA	-	Quality assurance
SLASSCOM	-	Sri Lanka Association of Software and Service Companies

LIST OF APPENDICES

Appendix	Description
Appendix - A	Questionnaire
Appendix - B	Companies registered under SLASCOM by December, 2015 under the category of IT/Software Products.