

Faculti Summary

<https://faculti.net/the-contingent-nature/>

This video discusses the dynamics of organizational politics, highlighting how workplaces function as political arenas where individuals and groups seek to fulfill their distinct self-interests. It explains that this leads to competition for resources and influence over decision-making due to limited organizational resources. Politically skilled individuals are adept at navigating these environments, understanding the motivations of various stakeholders, and adapting their behavior accordingly.

The concept of political will is introduced as an individual's willingness to engage in political behavior, which varies among people. While some may prefer to avoid political maneuvering, others actively participate despite potential risks. Recent research has started to explore the role of political will in organizational politics, examining how it interacts with political skill and context to affect performance and citizenship behaviors at work.

This video describes a study conducted in Greece that aimed to analyze the interaction between political skill, political will, and the perceived political context on employee performance and citizenship behavior. Findings revealed that high political skill combined with high political will leads to better task performance and citizenship behavior, particularly in highly political contexts. Conversely, political skill alone was not predictive of positive outcomes in less political environments.

The study also distinguished between two types of political will: benevolent, which focuses on helping others, and self-serving, which is more about personal gain. Interestingly, it was found that individuals with self-serving political will are more likely to engage in helping behaviors than those with benevolent motivations, suggesting that political dynamics can encourage impression management.

Overall, the research underscores the importance of context in shaping employee behavior and performance, indicating that political skill requires a match with political will and the organizational climate to be effective.