

Perceptions of Organizational Politics and Employee Outcomes in Nepali Banking and Financial Institutions

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ABSTRACT

This study examined the relationship between employees' perceptions of organizational politics (POP) and their attitudinal and behavioral outcomes in Nepali banking and financial institutions. This study also examined the moderating and mediating effects of employees' work attitudes on POP – work behavior relationships.

The sample included 313 employees working in Nepali Banking and Financial Institutions. Correlation and regression analyses were employed to test the hypothesized relationships. The results in general found support for hypothesized direct relationships between POP and employee outcomes. Job satisfaction moderated the POP – OCB relationship whereas organizational commitment moderated POP – turnover intentions relationship. Job involvement partially mediated the relationships between POP and OCB and turnover intentions. Review of 31 empirical studies and one meta-analysis revealed that culture and context of research setting do not affect employee outcomes.

All socio-demographic variables examined affected employees' job involvement. But, except tenure, no other socio-demographic variables affected employees' job satisfaction. Employees' OCB and turnover intentions were found to be influenced by their position and tenure in the organization.

Several practical implications of this study are highlighted. The negative consequences of POP on employee outcomes suggest that future research should be more focused on the investigation of antecedents of POP.