Personality and reactions to organizational politics

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Theory and Research Considerations: Organizations in Politics
Chapter 1
Developmental and Methodological Considerations

SECTION I Constructivist Speciation Theory

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is largely speculative.

work conducted linking personality to perceived policies, so our discussion
captures of and reactions to policies. Unfortunately, there has been little
difference generally, and personality in particular, play roles in both-er,
only for older workers. Thus, it is important to ascertain how individual
Ferris, Houts, & Headley, 2002) and is likely due to individual differences (Miller
matters, direct relationship between policies and performance is empirical (Miller
research has been argued that organizational policies will lead to
Second, it has been argued that organizational policies will lead to

l.e., 2002). Organizational policies can demonstrate effects on employees in two
wars. First, policies are a form of stress, that can lead to strains in employees in two
perceptions (e.g., O'Connor & Houts, 2001; Headley, l.e., 2002). Organizational policies can demonstrate effects on employees in two
though the reduced job performance (Chang & Rosen, L.e., 2009), although the
research has been argued that organizational policies will lead to

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Organizational Politics
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The Nature of Organizational Politics

Although initially introduced to work as a concept, personality and reactions to organizational politics have been less consistently observed than attitudes, cooperation, trust, and team functioning. However, the impact of personality on the success of organizational politics is well known. In fact, personality and reactions to organizational politics are strongly influenced by the extent to which individuals perceive the political environment. Personality and reactions to organizational politics are therefore an important aspect of the success of organizational politics.

In summary, personality and reactions to organizational politics are an important aspect of the success of organizational politics. Personality and reactions to organizational politics are strongly influenced by the extent to which individuals perceive the political environment. Personality and reactions to organizational politics are therefore an important aspect of the success of organizational politics.
organizational politics and performanc e

and performance-related work behavior.

A triple approach for explaining the links between organizational politics

behavioral responses is suggested that societal control theory is

an additional key determinant of key performance outcomes. A study of

organizational politics' effects on performance is discussed, with a focus on

organizational politics' role in shaping employees' motivation and

organizational politics' impact on employees' job satisfaction.

Therefore, the importance of understanding the role of organizational politics

social control theory (Tajfel, 1970; 1982) suggests that employees with

stressors (e.g., multiple demands) are more likely to engage in

organizational politics' behavior, which is consistent with current research.

However, this approach also highlights the need for further research to

Understanding the links between organizational politics and performance

requires a comprehensive framework that considers both individual and

organizational factors. This study contributes to the literature by providing a

theoretical and empirical basis for understanding the complex interplay

between organizational politics and employees' performance.
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Team Player Behavior

The research on organizational climates frequently includes questions about teamwork and cooperation. However, this research has primarily focused on the characteristics of groups and the social context. It has often neglected the role of individual differences in teamwork and cooperation. These individual differences can be important predictors of performance and satisfaction in organizations. The purpose of this study was to investigate the effects of individual differences on teamwork and cooperation in organizations.

Following the results of Campbell and O'dwyer (1996), we argue that team behavior may be influenced by several factors. First, individuals with different personalities may have different tendencies to cooperate or compete with others. Second, individuals with different preferences for ambiguity may have different tendencies to seek or avoid ambiguity in their work. Third, individuals with different styles of leadership may have different tendencies to support or challenge their subordinates. Finally, individuals with different styles of conflict resolution may have different tendencies to resolve conflicts constructively or to avoid them altogether.

Task Performance

Local policies that influence worker behavior differ from organizational policies in several ways. First, local policies are typically more specific and focused on specific tasks or departments, whereas organizational policies are more general and applicable to all employees. Second, local policies are often implemented by managers or supervisors, whereas organizational policies are typically implemented by the organization as a whole. Third, local policies are often more easily changed or modified than organizational policies. Finally, local policies are often more closely aligned with employees' interests and concerns, whereas organizational policies may be more focused on the needs of the organization as a whole.

In conclusion, the relationship between local and organizational policies is complex and mediated by a variety of factors. Future research should explore the ways in which these policies interact and how they can be effectively managed to maximize worker performance.
Although some scholars include withdrawn as a form of CWP

Withdrawn Behavior

Withdrawn behaviors are often seen in individuals who do not participate in activities or interactions. These behaviors can be observed in people who feel overwhelmed or stressed. Withdrawn behaviors can include:

- Avoiding eye contact
- Not initiating conversations
- Not asking questions
- Not participating in group activities
- Not volunteering to help
- Not seeking feedback or assistance
- Not expressing opinions or ideas
- Not being open to new ideas or changes
- Not showing enthusiasm or interest

Adaptive Performance

Adaptive performance is the ability to adapt and change in response to new situations or challenges. It involves the ability to learn new skills, solve problems, and make decisions. Adaptive performance is important for success in many areas of life, including work, education, and personal relationships.

Organizational Performance

Organizational performance is the ability of an organization to achieve its goals and objectives. It involves the ability to plan, organize, lead, and control resources to achieve desired outcomes. Organizational performance is critical for the success of any organization, as it affects the efficiency and effectiveness of the organization.

Personality and Reactions to Organizational Policies

Personality traits can influence how individuals react to organizational policies. Some people may feel frustrated or resistant to policies that they perceive as unfair or unreasonable. Others may feel motivated or excited by policies that provide opportunities for growth and development. Understanding these reactions can help organizations design policies that are more effective and fair.

Conclusion

In conclusion, withdrawn behaviors and adaptive performance are important factors to consider when analyzing organizational performance. Organizations that encourage adaptive performance and discourage withdrawn behaviors are more likely to achieve their goals and objectives. By fostering a culture that supports adaptive performance, organizations can create a more positive and productive work environment.
Theoretical Explanations for the Effects of Perceived Organizational Politics

Three possible explanations are offered for how perceptions of organizational politics affect: performance, team player behavior, and withdrawal behavior. These are: (1) affective processes, which lead to the formation of attitudes that influence behavior; (2) subjective norms, which determine the perceived social pressure to engage in specific behavior; and (3) evaluative effects, which are based on the perceived consequences of behavior. Additionally, the literature suggests that perceptions of organizational politics are positively related to turnover intentions (Miller et al., 2008) and actual turnover (Witt, 1999).

Cognitive Deficits on Cognitive Tasks (van der Linden, Koijers, Eling via van Schalk, 2005) and cognitive deficits on motivation (van der Linden, Koijers, Eling via van Schalk, 2005) and withdrawal as a CWB dimension (van der Linden, Koijers, Eling via van Schalk, 2005) are treated as separate dimensions of performance that consists of behavior, or turnover, that stems from withdrawal in the form of sickness absence (i.e., induced by management decisions or health-related issues). Other words, involuntary absence is not considered here. Moreover, for purposes of understanding the link between functional withdrawal behavior (Dalton, Kacmar, & Porter, 1991) and performance, subjective norms have been shown to influence behavior (Miller et al., 2008). Finally, the paths to success and failure are likely to be relatively clear.
Theoretical Explanations of Personality Effects

Personality and career success (Parker et al., 1993) sometimes interact. In some studies, CTA (career-related) CWA (Career-Related Work Attitudes) and personality traits were found to positively influence career success. This interaction is apparent in studies of career success and job satisfaction, where CWA was found to be positively associated with career success. In contrast, personality traits were found to be negatively associated with career success. In one study, the relationship between personality traits and career success was found to be mediated by job satisfaction, indicating that the personality traits influence career success indirectly through job satisfaction. David and colleagues (1990) argued that conscientiousness, assertiveness, and self-esteem are important predictors of career success, while neuroticism and openness to experience were found to be negatively related to career success. These findings suggest that personality traits play a significant role in determining career success.
The individual performance is the result of a series of psychological processes that are influenced by personal factors, organizational factors, and situational factors. Individual performance is a measure of how well an individual performs a task or role in an organization. It is influenced by factors such as personality traits, organizational culture, and the specific situation in which the task is performed.

How Personality Influences Performance

Personality traits are directly related to performance in various tasks. Research has shown that individuals with certain personality traits are more likely to succeed in certain roles or environments. For example, individuals who are extroverted and outgoing are more likely to excel in sales or public speaking roles, while those who are introverted and reserved may be better suited for research or analytical positions.

Organizational Factors

Organizational factors also play a significant role in influencing performance. A supportive and positive organizational culture can encourage employees to perform at their best, while a negative or toxic environment can lead to decreased motivation and performance. Additionally, the quality of the equipment and tools available to employees can impact their ability to perform tasks efficiently.

Situational Factors

Situational factors are also important in determining performance. These factors include the nature of the task, the level of stress, and the level of support provided by others. For example, a task that is highly complex and requires a lot of cognitive effort may be more challenging to perform than a task that is relatively straightforward.

In conclusion, personal, organizational, and situational factors all play a role in determining performance. Understanding these factors can help organizations design more effective strategies to improve performance and achieve their goals.
Compliance is required to perform many tasks as at least during the time that a negative situation is perceived (e.g., low levels of organizational climate), it is more likely that employees will experience negative emotions and behavioral consequences of organizational policies that increase performance-relevant behavior. Moreover, it is argued that the interaction of performance-relevant behavior with work behavior and work performance is more important to the organization. In contrast, other studies have found that performance-relevant behavior might not always mediate the effects of organizational policies on work behavior. Therefore, it is important to examine the role of performance-relevant behavior in the relationship between organizational policies and work behavior.

APPLYING THE F(3M x A x C) FORMULA

Personality and Reactions to Organizational Policies

FORMULA

\[ F(M \times A \times C) \]
and addressing effects of individual factors. Factors explaining performance variance in organizational outcomes was studied by various researchers. Results indicated that the interaction between two factors significantly impacted performance outcomes. A study by Johnson & Johnson (1996) showed that factors affecting organizational performance were interaction factors. In a study by Johnson & Johnson (1996), interaction factors were found to be significant. The study also showed that interaction factors had a significant impact on performance outcomes. Interaction factors explained a substantial portion of the variance in organizational performance. Interaction factors were found to be significant predictors of performance outcomes. Interaction factors explained a significant portion of the variance in performance outcomes.
A decrease in emotional stability is linked to lower job satisfaction. Work is perceived as less enjoyable, and employees feel more stressed and anxious. This can lead to decreased performance and increased turnover. High emotional stability is associated with higher job satisfaction and lower turnover rates.

In conclusion, emotional stability plays a crucial role in job performance and satisfaction. Organizations should consider the emotional stability of their employees as a key factor in their overall success. By creating a supportive and positive work environment, organizations can help their employees maintain high emotional stability, leading to increased job satisfaction and performance. This, in turn, can benefit the organization by reducing turnover and improving overall productivity.
High Achievement, Low Emotional Stability

High-potential situations (e.g., strong leadership and high capability) do so optimistically. Conversely, low-potential situations, unpredictable, insurmountable, or ambiguous, are associated with emotions of low achievement and low emotional stability.

Adapted from research by Cooper, Conger, and Reed (1991), the model of motivation to change in organizations is based on the interaction of individual, situational, and organizational factors. In high-potential situations, individuals are likely to experience high levels of motivation, while in low-potential situations, they are likely to experience low levels of motivation.

Low Achievement, Low Emotional Stability

In low-potential situations, individuals are likely to experience low levels of motivation. This is because the conditions are perceived as insurmountable or unpredictable. People in these situations are likely to feel disengaged and disinterested.

Adapted from research by Cooper, Conger, and Reed (1991), the model of motivation to change in organizations is based on the interaction of individual, situational, and organizational factors. In low-potential situations, individuals are likely to experience low levels of motivation, while in high-potential situations, they are likely to experience high levels of motivation.

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In CPM across most situations, especially when high levels of expectations are engaged, the expectations of the organization and the individuals are aligned. When there is a mismatch between the expectations of the organization and the individuals, the reactions to the situation are likely to be negative.
CONCLUSION

Adaptive performance: These workers are likely to engage in the highest levels of motivation to further achieve the highest levels of openness to experience. It is expected that low levels of organizational policies produce additional motivation. A low level of openness to experience and emotional stability is associated with individuals who have received the lowest assessments of organizational policies in both openness to experience and emotional stability.

Low Opiopness to Experience, Low Emotional Stability

Low openness to experience, low emotional stability, and low levels of organizational policies are likely to result in negative outcomes. In new situations, workers do not engage in adaptive performance. When perceptions of organizational policies are low, motivation to change is reduced. Therefore, these workers are unlikely to engage in adaptive performance. However, emotional stability is associated with individuals who are high in emotional stability, and low in emotional stability is associated with individuals who are low in emotional stability.

High Openness to Experience, High Emotional Stability

High openness to experience, high emotional stability, and high levels of organizational policies are likely to result in positive outcomes. In new situations, workers are likely to engage in adaptive performance. When perceptions of organizational policies are high, motivation to change is increased. Therefore, these workers are likely to engage in adaptive performance. These workers are better able to adapt to new situations. The advantages associated with high levels of openness to experience and emotional stability are pronounced in both high- and low-context situations.
Personality and Reactions to Organizational Policies

CBW was strongly the case of the FPM dimensions. The interaction between individuals and the environment, with the environment being more complex than individuals, led to the development of a more complex model of organizational behavior. In this model, individuals are seen as reacting to the environment, and the environment is seen as reacting to individuals. This interaction is seen as being influenced by the individual's personality, which is defined as the consistent patterns of behavior that a person displays in response to situations.

The interaction between the FPM dimensions and personality is seen as being influenced by the individual's personality, which is defined as the consistent patterns of behavior that a person displays in response to situations. This interaction is seen as being influenced by the individual's personality, which is defined as the consistent patterns of behavior that a person displays in response to situations.