Essay on Power and Politics



Introduction Have you ever wondered what role politics and power play in organizations? When used effectively they can be compatible in reaching the organizations goals. Power is defined as the ability to get someone to do something you want done or the ability to make things happen in the way you want them. (Schermerhorn, Hunt, and Osborn, Chap. 15). Power is important within organizations because it is the way in which management influences individuals to make things happen. When power and influence combine, most of the time "politics" become involved in some manner which may pose some problems. Organizational politics is best described as management influenced by self-interest through the use of means not necessarily. show more content. Information can be controlled to a "need to know" basis and/or just limited to the upper management. This type of power compliments the legitimate power. Finally, there is Representative power in which an organization uses an individual to be there spokesperson both within the organization and when dealing with people outside of the organization. The second source of power that influences individuals and organizations behaviors is known as Personal Power. This power focuses more on the individual's independent nature within the position that he or she has been placed. There are three sources under this power that are apparent in most organizations that are well managed. The first is expert power in which control is based on the knowledge or experience that the individual possesses in the position that he or she holds. Rational persuasion is the power to control behavior by being able to show the desirable out comes through reasonable and acceptable means within an organization. With the diverse personalities within an organization it is essential to have management that is levelheaded and rational. The final basis of control within personal power is referent power. It is controlling an individual's behavior within an organization by allowing them to identify with the source of power that is over them.

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Table of Contents The Activity Of Politics And Related Essays

- 1. Understanding the eBook The Activity Of Politics And Related Essays
 - The Rise of Digital Reading The Activity Of Politics And Related Essays
 - Advantages of eBooks Over Traditional Books
- 2. Identifying The Activity Of Politics And Related Essays
 - Exploring Different Genres
 - o Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Activity Of Politics And Related Essays
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from The Activity Of Politics And Related Essays
 - Personalized Recommendations

- The Activity Of Politics And Related Essays User Reviews and Ratings
- The Activity Of Politics And Related Essays and Bestseller Lists
- 5. Accessing The Activity Of Politics And Related Essays Free and Paid eBooks
 - The Activity Of Politics And Related Essays Public Domain eBooks
 - The Activity Of Politics And Related Essays eBook Subscription Services
 - The Activity Of Politics And Related Essays Budget-Friendly Options
- 6. Navigating The Activity Of Politics And Related Essays eBook Formats
 - ∘ ePub, PDF, MOBI, and More
 - The Activity Of Politics And Related Essays Compatibility with Devices
 - The Activity Of Politics And Related Essays Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Activity Of Politics And Related Essays
 - Highlighting and Note-Taking The Activity Of Politics And Related Essays
 - Interactive Elements The Activity Of Politics And Related Essays
- 8. Staying Engaged with The Activity Of Politics And Related Essays
 - o Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Activity Of Politics And Related Essays
- 9. Balancing eBooks and Physical Books The Activity Of Politics And Related Essays
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Activity Of Politics And Related Essays
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine The Activity Of Politics And Related Essays
 - Setting Reading Goals The Activity Of Politics And Related Essays
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Activity Of Politics And Related Essays
 - Fact-Checking eBook Content of The Activity Of Politics And Related Essays

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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