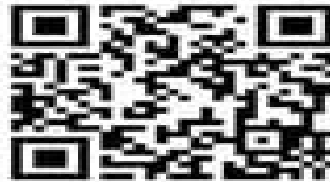


Essay on Power and Politics



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.

Organizational Politics

The official definition of organizational politics

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