

**Impact of Organizational Politics on Organization Success, Job Satisfaction
and Turnover Intentions with Moderating Effect of Individual Values**



BY

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I certify that the research work presented in this thesis is to the best of my knowledge my own. All sources used and any help received in the preparation of this dissertation have been acknowledged. I hereby declare that I have not submitted this material, either in whole or in part, for any other degree at this or any other institution.

Signature.....

DEDICATION

This thesis is dedicated to my parents, supervisor, my brother, friends and a special thanks to my uncle for always believing in me, inspiring me, and encouraging me to reach higher in order to achieve my goals.

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Abstract

Organizational politics is an adverse factor that bad affect organizational outcomes. Various empirical evidence has concluded organizational politics as an aversive phenomenon. A plethora of research has reported a positive relationship between organizational politics and turnover intentions and a negative relationship between job satisfaction and organizational success. However, according to recent meta-analytical and systematic reviews, the relationship has a varying degree. For example, the relationships between organizational politics to job satisfaction, turnover intentions, and organizational success are inconsistent. The inconclusive nature of the relationship called the attention of scholars to examine possible moderators. Our study, therefore, attempted to examine the role of individual values as moderators on the organizational politics to job satisfaction, turnover intentions, and organizational success relationships.

A sample of 318 employees from real estate organizations in twin cities of Islamabad and Rawalpindi was collected. A questionnaire survey was employed through the convenience sampling technique. Standard measures were taken to control social desirability response and common method variance.

Results showed a strong positive relationship between organizational politics and turnover intentions and significant negative relationships between organizational politics to job satisfaction and organizational success. Moreover, individual values showed moderating role in organizational politics to turnover intentions, job satisfaction, and organizational success relationships. Theoretical and practical implications are discussed based on the findings of the study.