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**“THE IMPACT OF POLITICS IN STATE ORGANIZATIONS AND
ITS EFFECT ON THE EMPLOYEE'S PERFORMANCE AND
JOB SATISFACTION”**



By:

Zaveen Naqash (01-222171-030)

Supervisor:

Amna Fahim

Department of Management Science
Bahria University Islamabad
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ABSTRACT

The focus of the current study is the organizational politics and its effects on employee's job satisfaction in a well-known organization in Islamabad i.e. Capital Development Authority (CDA). Further, using the previously developed questionnaire, it collected data from 300 employees of CDA. First objective was to assess the current perception of organization politics in the CDA. Our findings are that currently, there is high level of perceived organizational politics in the selected organization. Our second objective was to compare the perceived organizational politics between different groups of employees. Our findings indicate that perceived organizational politics is not different between different groups of employees in terms of gender, age, and job role. Finally, our third objective was to assess the effect of organizational politics on employee's performance and job satisfaction. Our findings indicate that aspects of organizational politics have negative effects on the employee's job satisfaction. Overall, we recommend that the organization's top management should give attention to reduce the organization's politics in this organization.

Keywords: *Organizational Politics, Job Satisfaction, Employee's Performance.*