Navigating Power, Politics, and Change: A Holistic Approach to Organizational Effectiveness

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Abstract

This article comprehensively analyses role dynamics, power, political organization, and change organization in the literature on modern management. Six articles were studied critically to highlight various perspectives on various topics. Although every article offers unique insight, they emphasize the importance of understanding dynamics, power, behaviour politics, and management change in context organization. Based on this outlook, a holistic approach in management, focusing on building culture and reducing organizations' conflict politics, is not healthy. By adopting this approach, an organization can balance its employees' effectiveness, performance, and well-being, enhancing productivity and sustainable success.

Key words: **Power, Politics, Change, Organizational Effectiveness**

1. Background problem

The study of dynamics power, political organization, and change organization has become the focus of the literature on modern management. Several articles have enough critical service, but views vary. However, everything focused on the importance of understanding the role of power (Ogar & Ude, 2020; Theory et al., 2008), politics (Remi Alapo, 2017; Somoye, 2016), and change in context organization (Bradshaw & Boonstra, 2004; Kulikowska-Pawlak, 2018).

Although it has diverse approaches, the sixth article helps open an outlook to aspects that influence employee performance, organization, and productivity.

Articles that give empirical findings start from a conceptual framework about power and politics and continue to study empirically the impact on productivity and well-being of employees. Although they own different approaches, the sixth article provides valuable insight into How power and politics influence the dynamics of an organization and the changes that occur within it.

The sixth article, in a consistent way, highlights the critical role of power and politics in the context of modern organizations. The research also emphasizes that change in an organization is a complex and demanding process that requires understanding the dynamics of power and politics (Bradshaw & Boonstra, 2004; Kulikowska-Pawlak, 2018). The article highlights the

impact of political organizations that do not have Healthy productivity and well-being of employees (Ogar & Ude, 2020; Somoye, 2016). The article also shows that an effective organization can manage power and politics constructively To reach an objective organization.

Although with a similar focus, the sixth article significantly differs in approach and context study. Several articles are reviews oriented conceptual about the role of power and politics in organizations (Remi Alapo, 2017; Somoye, 2016), while others emphasize research empirical and conceptual model testing (Kulikowska-Pawlak, 2018). Additionally, several articles highlight the connection between power and politics with change organizations, while others focus more on the impact on employee productivity. Differences in methodology research, context organization, and level analysis are essential to the distinction between articles.

From the sixth article, you can draft a new emphasis on an essential holistic approach to management power, politics, and change organization. Draft This will combine aspects key from every article, like the importance of understanding dynamics power in designing and managing change organization, as well as the impact of political organizations that do not Healthy well-being of employees and productivity. Additionally, a concept will emphasize the importance of building a culture of inclusive and transparent organization To reduce conflict and politics and improve collaboration between member organizations. The organization can balance employees' effectiveness, performance, and well-being holistically.
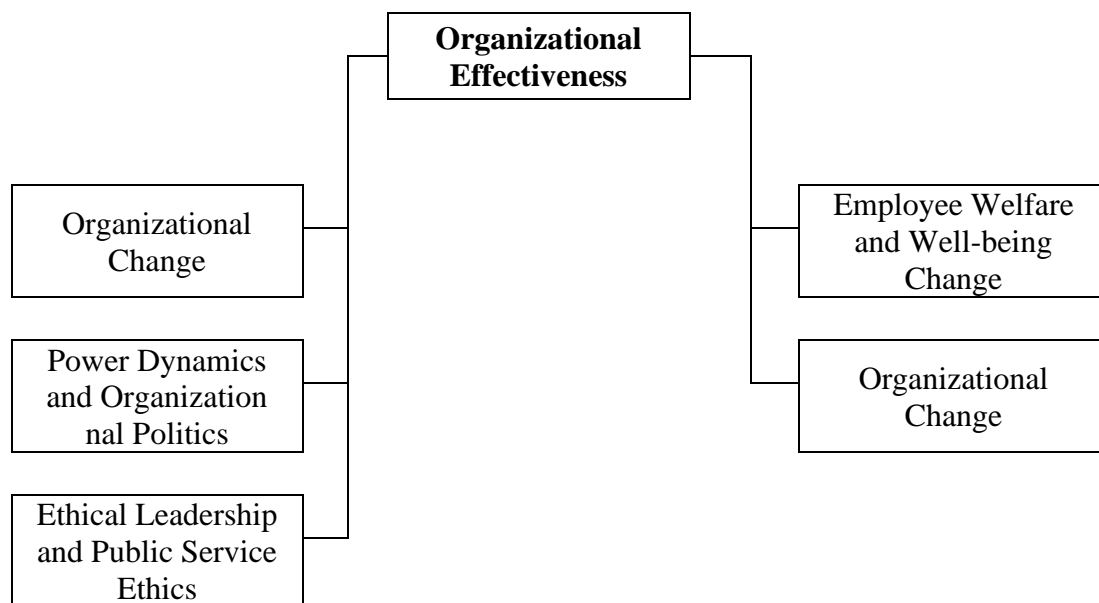

Figure 1. Conceptual Organizational Effectiveness

2. Theoretical basis

- Theory of Change Organization. The theory of change organization is related to studies about How organizations change and adapt to external and internal changes. It involves understanding processes, strategies, and influencing factors that change an organization, like technology, policy government, market changes, and internal dynamics such as culture organization and leadership. The theory aims to help organizations manage change more effectively, minimize resistance, and maximize success in facing changing challenges.

- Political Theory Organization. Political theory organization highlights dynamics, power, conflict, and interaction inside political organizations and admits that the organization is not entity neutral but fulfilled with interests competing individuals and groups For source power, influence, and power. Structure, organization, and policy play a role in forming political organizations. The purpose of the theory of political organizations is to understand how power and politics influence decisions, policy implementation, and the organization's performance as a whole.

- Productivity Theory. Productivity theory discusses factors influencing production or relative output to the input used in a process or system. This includes studies about efficiency, effectiveness, and innovation in using source Power organizations, power labour, technology, and capital. The theory aims to increase performance or organization by identifying ways to increase productivity by developing technology, process improvements, or management sources of more power .

3. **Building Organizational Effectiveness Through Power, Politics, and Change**

This new concept emphasizes the importance of a holistic approach to managing power, politics, and organizational change. In this approach, various interrelated aspects of each article are brought together to form a comprehensive understanding of organizational dynamics. First, this concept underscores the importance of understanding power in designing and managing organizational change. Power is essential in achieving organizational goals, but its use must be based only on the principles of ethics and justice.

Additionally, this concept highlights the impact of unhealthy or organizational politics on employee well-being and productivity. An unhealthy organization can create a work environment that could be more conducive, where conflict and tension between organizational members can poison the work culture. This can result in a decrease in overall productivity and performance. Therefore, organizations need to identify and address these detrimental political patterns.

Furthermore, this concept emphasizes building an inclusive and transparent organizational culture. By strengthening communication and cooperation between organizational members, political conflict can be minimized, and productive collaboration can be increased. An inclusive organizational culture can also increase employees' sense of belonging and engagement, improving their well-being and motivation.

This concept also emphasizes integrating management theory and practice into organizational strategy. Managers can develop more effective and sustainable strategies by understanding the theoretical foundations underlying power dynamics, politics, and organizational change.

Integrating theory and practice also helps strengthen the understanding of overall organizational dynamics.

Finally, this concept emphasizes the importance of involving all stakeholders in managing power, politics, and organizational change. Involving employees, management, external stakeholders, and the wider community can help create an inclusive and sustainable work environment. Organizations can create more holistic and sustainable solutions to their challenges by involving all stakeholders.

4. Conclusion

Management power, politics, and change organizations play vital roles in the performance and well-being of organizations. The sixth article analyzed various critical aspects of dynamics. Starting from understanding power and influence in change or organization to impact political organizations is not Healthy for employees and productivity. Although every article has different approaches, they help strengthen understanding of complexity management or the challenges organizations face.

By combining aspects key from every article to draft a new emphasis approach, organizations balance employees' effectiveness, performance, and well-being. The importance of understanding power, overcoming political organizations that do not have a healthy, constructive culture, working in a work-inclusive manner, and involving all holder interests become central in applying the draft. Thus, an organization creates a more productive, sustainable and welfare-oriented environment.

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