

# 6 Lecture - MGT111

## Important Subjective

### 1. Explain the concept of power and its types.

Power is the ability to influence the behavior of others. There are two types of power: formal power and informal power. Formal power is derived from a person's position or authority, while informal power is derived from personal characteristics such as charisma or expertise.

### 2. What is the difference between power and authority?

Power is the ability to influence the behavior of others, while authority is the right to make decisions and enforce them. Authority is typically derived from a person's position or role, while power can come from various sources.

### 3. How do politics influence decision-making in organizations?

Politics can influence decision-making in organizations by shaping the agendas and priorities of decision-makers, influencing the information they consider, and affecting the way they interpret and evaluate that information. Politics can also affect the way decisions are implemented and how resources are allocated.

### 4. How can power be used ethically in organizations?

Power can be used ethically in organizations by using it to promote the greater good and make decisions that benefit everyone involved. This can involve using power to resolve conflicts, address ethical issues, and promote fairness and justice.

### 5. Explain the concept of organizational politics.

Organizational politics refers to the use of power and influence to achieve personal or group goals within an organization. It often involves competing interests and conflicting agendas and can create tension and conflict within the organization.

### 6. What are the negative effects of excessive political behavior in organizations?

Excessive political behavior in organizations can lead to decreased trust and morale among employees, increased conflict and tension, and a focus on individual goals rather than organizational goals. It can also lead to unethical behavior and a lack of transparency and accountability.

### 7. How can organizations manage political behavior?

Organizations can manage political behavior by creating a culture of transparency and accountability, providing clear guidelines and rules for decision-making, promoting ethical behavior and values, and fostering an environment of collaboration and cooperation.

## **8. What is the role of leadership in managing power and politics in organizations?**

Leadership plays a crucial role in managing power and politics in organizations. Leaders can set the tone for the organization by modeling ethical behavior and promoting a culture of transparency and accountability. They can also work to manage conflicts and address issues of power and politics as they arise.

## **9. How do individual differences in power and influence affect organizational behavior?**

Individual differences in power and influence can affect organizational behavior by shaping the way individuals interact with each other and with the organization as a whole. Some individuals may be more effective at using power and influence to achieve their goals, while others may be less effective or may choose not to use these tactics at all.

## **10. What are some strategies for managing power and politics in organizations?**

Strategies for managing power and politics in organizations include promoting transparency and accountability, providing clear guidelines and rules for decision-making, fostering an environment of collaboration and cooperation, and promoting ethical behavior and values. It is also important to address conflicts and issues as they arise and to work to create a culture that values openness and honesty.