A STUDY ON INFLUENCE TACTICS AND JOB PROMOTION AMONGST ADMINISTRATIVE STAFF

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DECEMBER 2013
CLEARANCE FOR SUBMISSION OF THE RESEARCH REPORT BY THE SUPERVISOR

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Title of Research Report : A Study On Influence Tactics Used Towards Job Promotion Amongst Administrative Staff : A Case Study Of Melaka Education Department

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I have reviewed the final and complete research report and approve the submission of this report for evaluation.

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Date : 
DECLARATION

We hereby declare that the work contained in this research proposal is our own except those which have been duly identified and acknowledged. If we are later found to have committed plagiarism or other forms of academic dishonesty, action can be taken against us under the Academic Regulations of UiTM’s.

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ACKNOWLEDGEMENT

We as a group want to thank Allah S.W.T for giving the opportunity to conduct and then finish the research report on the time given. We also want to thank to our supervisor, Madam Marni bt Ghazali and other lecturers for giving us with the right amount of supervision and guidance on finishing the proposal. May Allah bless all of you, Amin.

We also want to thank to the people whom directly or indirectly involve in the research proposal. We also would like to thank our family and loved ones, for enormous support in making this work.

In short, we would like to thank to everyone for the support and help provided to us on completing this proposal. Thank you again.

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CHAPTER 1

INTRODUCTION

1.1 Background of Study

Kacmar & Carison (1997) perceived organizational politics as social influence attempts directed at those who can provide rewards that will help to promote or protect their self interests of the actor. Besides, it also can be defined as the processes, the actions, the behaviors through which potential power is utilized and realized (Pfeffer, 1992). In relation to the above definition, Dubrin (2001) stated that organizational politics known as informal approaches to gain power through various tactic other than merit or luck. Therefore, it can be concluded that organizational politics is the approach used by an employee in order to gain power and better positions.

It could be argued that organizational politics are used primarily by the people to achieve power, either directly or indirectly. For example by being promoted, receiving a larger budget or other resources and gaining desirable assignments. It is the fastest and easier ways of getting power and promotion by using organizational politics. However, many people think that organizational politics as something negative because it is the pursuing self-interests at the expense of others and something to be minimized (Thacker, 1995). In organizational politics, there are several approaches used by the people in