

**UNIVERSITI TEKNOLOGI MARA
FACULTY OF ADMINISTRATIVE SCIENCE & POLICY
STUDIES**



**A STUDY ON INFLUENCE TACTICS AND JOB
PROMOTION AMONGST ADMINISTRATIVE STAFF**

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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.

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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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