



**Faculty of Administrative Science & Policy Studies  
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**Title of Proposal**

**POLITICAL BEHAVIOUR AFFECT JOB PERFORMANCE**

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# CHAPTER 1

## INTRODUCTION

### 1.1 Introduction

The purpose of this research is to determine the relationship between organizational politic and trust among employees at Department of Occupational Safety and Health (Sarawak Branch). The respondents are selected from the officer in all departments in Kuching, Sibul, Bintulu and Miri branch. There are ten sections in this chapter. It discusses the problem statement, research objectives, scope of the study, conceptual framework, significance of the study, limitations of the study, definition of terms and a briefly summary of this chapter.

### 1.2 Problem Statement

Research done by Mahmood A.Bodla (2014), Talat Afza (2014), and Rizwan Qaiser Danish (2014) as cited in Pakistan show perception between organizational politics and morale of the employees related to deep study approach and it helps employer gain the strategies to do in-depth analysis. Therefore, there is a need to conduct a study on this research to find out the relationship between employer and employees strategies among them since no such research has been done on this especially among government officer in Department of Occupational Safety and Health in Kuching, Sibul, Bintulu and Miri branch.

## **CHAPTER 2**

### **LITERATURE REVIEW & CONCEPTUAL FRAMEWORK**

#### **2.1 Introduction**

The purpose of this chapter is to review pertinent literature related to the research. There are four sections in this chapter. It discusses the issues related to the study approaches and self-regulated learning strategies among employees. Besides, this chapter also discusses the related theory/model, findings from related past studies and summary of this chapter.

#### **2.2 Literature Review**

According to (Kacmar and Barron, 1999), there are various studies on perceptions of organizational politics and its outcomes in theoretical domains as well as empirical domains and mostly negative associations have been demonstrated. However, in major, these studies investigated bivariate relationship of its outcomes or reactions leaving very scant evidence of the underlying mechanism through which perceptions of organizational politics adversely impacts employees' attitudes and behaviors. In political environments, investment in economical or social exchanges is considered risky. For this reason, employees are reluctant to put great deal of effort to the organization which is generally expected from them. Thus, politics affects the social exchange which resultantly leads to reduced performance in terms of attitudes of the

## **CHAPTER 3**

### **RESEARCH METHODOLOGY**

#### **3.1 Research Design**

The research design is a quantitative study that conducted using a Cross-Sectional Survey with correlational and comparative research design to determine the relationship between theory approaches among staff. It evaluated the nature and degree of association between two variables which are independent (theory approaches) and also including the demographic variable (gender).

This study demonstrates the comparative research design to make a comparison between two or more groups in one variable. It will be used to determine whether there is any significant difference in theory approaches and self-regulated learning strategies based on gender. The correlational research design was chosen to determine the extent to which the variables are related to other variables. It is specifically measures the relationship between theory approaches and self-regulated learning strategies.

#### **3.2 Unit of Analysis / Sample Size / Sampling Technique**

The Department of Occupational Safety and Health in Kuching, Sibul, Bintulu and Miri office are the targeted population for this research. Due to financial and time constraints allocated for this research, it is impractical to involve all the staff into the survey. Therefore, only 100 officers selected among Kuching, Sibul, Bintulu and Miri are