

Use and Influence of Organizational Power and Politics: A Literature Based Exploratory Study.

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- **Abstract:** In this study the extensive literature review of Organizational Power and Politics including its different dimensions, theories, factors, antecedents and its origin in different eras have been discussed. The number of the organizational researchers have discovered and explored the political environment of the organization. The pioneer of research on politics including (Bacharach & Lawler, 1998; Gandz & Murray, 1980; Mayes & Allen, 1977; Pfeffer, 1981; Salancik & Pfeffer, 1978; Tushman, 1977) and other scholars like Mowday, Porter, and Steers (2013) and Madison et al. (1980) have tried to make cure for negligence of power and politics within organization. For this this purpose, it is important to first discuss what are possible uses of political power and then interpret the prior studies to know the general prinples then analyze the literature of normative principles, so we can establish an ethical framework that can be implement in political need of power in organizations.
- **Keywords:** Organizational Power, Politics, Salancik