

# 3rd World Conference on Management, Business, and Finance

09 – 11 May 2025

London, United Kingdom

## **Organization Politics and Employee Performance – Evidence from Sonacrest Healthcare Nigeria Plc.**

**Ogundare Olusegun Samuel (PhD)<sup>1</sup>, Dr Ajose Kehinde Gabriel<sup>2</sup>,  
Ogundare Comfort Oluwatobi<sup>3</sup>**

<sup>1</sup>Adjunct Lecturer, Faculty of Management Sciences, Ajayi Crowther University, Oyo, Oyo State, Nigeria & Senior Managing Partner, Intellectual Edge Services Limited, Lagos, Nigeria

<sup>2</sup>Senior Lecturer, Department of Accounting & Finance, McPherson University, Seriki-Sotayo, Abeokuta,

Ogun State, Nigeria

<sup>3</sup>MBA Student, Rome Business School & Lead Consultant Crystal Edge Limited, Lagos, Nigeria

### **ABSTRACT**

Organization politics is a great concern to work environment and many employers of labour has never crafted out methodologies and strategies to cope with the dynamics and complexities that is associated with this phenomenon, In view of the danger of not managing organization politics within the ambit of acceptable threshold many organization has lost the power of competitiveness and profitability, therefore the study examined organization politics and employee performance in Sonacrest Healthcare Nigeria Plc. The objectives of the study is to analyse the effect of organization politics on employee performance, where organization politics is examined as lobbying, withholding relevant information and sustaining influence and control; employee performance is examined to be adherence to administrative standard, employee efficiency and quality of work. The study adopts survey research design with a primary source of data collection which was obtained through the use of questionnaire while random sampling techniques were used in administration of the instrument to retrieved 225 samples out of 250 instruments administered through survey. The method employed in analyzing the data involved descriptive statistics of frequency count and percentage while research hypotheses was tested using Linear regression analysis as statistical techniques and this was done with the use of Statistical Package for Social Scientists (SPSS 26.0 Version). The findings from this study shows that lobbying has brought significant negative effect to the administration standard in Sonacrest Healthcare Nigeria Plc as 1% increase in lobbying led to 35.8% decrease in effective

# 3rd World Conference on Management, Business, and Finance

09 – 11 May 2025

London, United Kingdom

administration standard; also revealed that withholding relevant information have significant negative effect on Employee Efficiency in Sonacrest Healthcare Nigeria Plc. However, it revealed that Sustainable Influence and Control has statistical significant impact on the Quality of Work as indicated that 1% increase in Sustaining Influence and Control led to 22.9% increase in Quality of Work at the (P-value of  $0.000 < 0.05\%$ ). Findings from the study revealed that though organization politics when used constructively could help navigate complex systems, it is expected that managing organization politics effectively is essential for all corporate stakeholder in realizing organizational objectives and values. The study concluded that organizational politics could be corrosive and dirty especially where it is touching administrative standard and protocols, employee efficiency and quality of work. Based on the conclusion the study recommended that managers and decision makers in the organization should ensure that organizational politics is curtailed and managed within the threshold of acceptable standard where work flow are not halted and employees not sidelined, maligned and emotionally tortured by the whip of inequality that organizational politics represent in most cases. Organizations should ensure that organization politics that is often times associated with sycophancy and mediocrity does not subsume management structure that should enhance meritocracy so that quality of work and efficiency of employees are not hampered.

**Keywords:** Management structure; Operational systems; Lobbying; withholding information; adherence to standards