A Study on Assessment of Politics at the Workplace at United Polymers Mysuru

Dr. Rekha N Patil[1], Deepak Kombinoor[2]

[1,2]Assistant Professor VTU RRC Kalaburagi, Karnataka, India

Abstract:

Assessment of politics in the workplace refers to the evaluation of power dynamics, relationships, and informal networks that influence decision-making and behavior among employees. It involves understanding how individuals use influence, alliances, and internal politics to achieve personal or professional goals. This assessment helps identify both positive and negative impacts of workplace politics on morale, productivity, and culture. It also focuses on the strategies employees use to navigate these dynamics. Ultimately, assessing workplace politics can improve leadership, communication, and organizational effectiveness.

United Polymers one stop shop for PET preform. This business supplies a broad and intricate range of PET preforms, which optimizes the design to best fit the bottle stretch ratios. These preforms serve as the building blocks for various plastic products, including bottles, jars, and containers. With a decade of expertise in producing for numerous sectors and respective needed PET containers, they have the technical and material aptitude to meet a wide range of designs and demands.

United Polymers Mysuru, established on December 10, 2018, is a prominent water bottle manufacturing company based in Mysuru. Since its inception, the company has dedicated itself to producing high-quality, durable, and innovative water bottles catering to both individual consumers and businesses.

With a commitment to excellence, United Polymers Mysuru integrates advanced technology and sustainable practices in its production processes.

KEYWORDS: Polymers, Reliability, Consumers, Market

INTRODUCTION

This mission has some expertise in assessment of politics at the workplace at ``UNITED POLYMERS MYSURU". In any organization, human resources are viewed as the most valuable resource, alongside the natural abilities and perspectives of faculty who're obligated for managerial undertakings. oversight, and consistently tasks. Upgrading the usage of human resources is essential for individual development and hierarchical achievement. Hence, the viability of worker by and large execution plays out an essential job in deciding and accomplishing authoritative dreams.

Chosen Study Subject: assessment of politics at the workplace at ``UNITED POLYMERS MYSURU."

Authoritative satisfaction depends upon on right inward supporter care, for the most part by utilizing creating and implementing relentless generally execution improvement to address non- public and expert yearnings. At the same time, the employer wants to improve the overall performance of the organization by investing heavily in training and development. In rundown, the substance of satisfaction lies in development and results, because of the reality execution tasks are significant. With the goal of improving

organizational performance, this exercise investigates the difficulties that businesses face when describing, evaluating, and enhancing individual performance. It involves the method by which managers ensure that employees 'skills and efforts contribute harmoniously to the goals of the organization. This structure calls for grasping the favored capabilities, deciding. sorting out, executing, and assessing their adequacy, after which offering comments to line up with anticipations. During the remark's strategy, mix- ups can be analyzed, preparing for replies. A crucial component of standard performance operations is overall performance assessment. It is a tool for performance control, even though it is not synonymous with overall performance operations. A clear understanding of managers' abilities in overall performance operations and the ways in which performance evaluation supports shared performance management goals is required because it is also carried out by managers rather than HR professionals. Managers, on the other hand, can distinguish between high acting individuals and low- appearing ones by using structured comment mechanisms. Furthermore, in the context of an organization, an overall performance evaluation may be viewed as a motivator. The process of observing, evaluating, and recording information regarding an employee's overall work rate is known as performance evaluation. The primary goal of an overall performance evaluation is to measure and enhance employees 'cutting-edge performance and future growth potential. The objective is to determine the worker's contribution's .

2. LITERATURE REVIEW

AMENA ZEBA AND Dr. K. RAJNATH, "A study on welfare and safety measure. adopted in manufacturing industries, Thyssenkrupp". (2018): The study was conducted to verify the facilities and safety norms provided in the work place and also to understand the heights of job contentment with connection to welfare amenities offered by the company. The information needed to fulfil the research was gathered by using statistical tools. And the study concluded that most of all the employees are happy with the safety norms and wellbeing scheme of the organization.

HEMALATHA. K, RENITA S MONICA AND Dr. BALA PERDIDA NAGESWARA RAO, "Study on impact of employee welfare facilities on job satisfaction" (2017): The main intention of this research is to inspect that how job satisfaction is influenced by welfare schemes of the organization and draw new ideas to improve work satisfaction in employees and suggest it to manager. And by using explanatory method of data collection the outcome is drawn that a fulfilled worker will lead to increase in production as well as performance.

R.RAMAMOORTHY, KPTHOOYAMANI AND KARTIIK.E "Adequacy of agent government assistance and confidence on TV SET Sundaram Iyengar and compelled child, Madurai" (2017): The centre awareness of this examination paper is to find the degree of happiness of personnel inside the offices provided by means of the association and think about the result of government help gauges on specialist spirit and the strategy used to find those results logically approved with the guide of gathering data by means of forms of individuals in regards to the amount of government help outfitted with the guide of the enterprise.

M.D.R. HARSHANI AND LWELMILLA, "Effect of welfare facilities on employee retention: A study of cabin crew employees in Srilankan Airlines" (July 2017): The study is made to identify whether are willing to retain in the employment because of welfare benefits available to them. This study was a quantitative and cross-sectional field study survey design. And the study was winded up by obtaining the result that employee wellbeing scheme widely contribute to the job retention process.

S. DIVYABHARATHI AND R.P. NIVETHIGHA, "Worker government assistance plans and their sugg-

estions on execution in Private Limited Automation, Chennai". (May 2017): The premier objective is to examine the cutting-edge government assistance measures embraced through big business elements, distinguish the impact of government assistance measures and provide a few rules to expand measure joy. For this reason, a spellbinding examine design become utilized. From the gender at it become found that the endeavour is truly content with the top notch and cleanliness of dinners, transportation within the necessary area, happy with drinking water, the organization bears the price of an earth lovely environmental factors and staff are loose in moderate temperatures underneath running circumstances

ANJU.P, "The study on the Employee welfare with special reference to JU. L, Kites It (2016): The main idea of this research investigation is to have knowledge about the welfare convenience provided by management for the welfare of employees in this company and to analyse the welfare measures in the organization. The result of this study was all employees are aware of employee's welfare measures and almost all the employees are satisfied with the working event of the company.

Dr. S. RAVI AND J.A. RAJA, "The welfare measure reference to small scale industries at Hosur, Tamandu (2016): The main aim of this study was to know whether welfare programs are aimed at improving bodily, psychosomatic and general interests of the workers by collecting data through scientific technique and tools which are descriptive in nature. It was found that the employees felt neutral regarding the facilities provided in the company.

3. RESEARCH DESIGN

The study titled "Assessment of Politics at the Workplace in United Polymers Mysuru: A Case Study of the Water Bottle Manufacturing Division" aims to explore the underlying dynamics of workplace politics within a key sector of this organization. United Polymers Mysuru, a prominent player in the manufacturing industry, has seen significant growth over the years. However, like many large organizations, it faces challenges related to the internal political behaviour of its employees. Workplace politics, often characterized by power struggles, influence tactics, and interpersonal conflicts, can profoundly impact the overall work environment, employee morale, and productivity. This research seeks to investigate the causes and effects of such political behaviour within the company, focusing specifically on the water bottle manufacturing division. By understanding how these dynamics play out, the study will offer insights into the employees' perceptions of political activities and their subsequent effects on their professional lives. Furthermore, the research will delve into the potential consequences of unchecked workplace politics, including reduced job satisfaction, increased turnover, and hindered organizational performance. Through a comprehensive analysis involving both qualitative and quantitative data, this study aims to identify strategies that can help mitigate the negative impact of workplace politics, thereby fostering a more transparent, fair, and productive work environment at United Polymers Mysuru.

STATEMENT OF THE PROBLEM

The assessment of politics in the workplace presents a complex challenge, as office politics can significantly impact employee morale, productivity, and overall organizational success. Workplace politics often arise from power dynamics, personal interests, and competition, leading to issues such as favoritism, exclusion, and strained relationships among employees. These dynamics can undermine team cohesion and create an atmosphere of distrust, where individuals prioritize personal agendas over collective goals.

One of the key problems is that workplace politics can be subtle and difficult to assess directly. Employees

may not openly express concerns, and political behaviors often manifest in passive or indirect ways. Without proper assessment tools, these dynamics may go unnoticed until they severely impact employee engagement and job satisfaction. Additionally, the presence of politics can skew decision-making, leading to unfair promotions, biased evaluations, and imbalances in opportunities for professional growth.

The challenge lies in developing an effective framework to assess and address workplace politics, ensuring that organizations can foster a transparent, collaborative, and equitable work environment. Identifying the root causes and symptoms of political behaviour is essential for creating a culture of trust and openness, where employees can thrive without the burden of navigating complex power structures.

NEED OF THE STUDY

Improving Employee Morale and Productivity Assessing workplace politics at United Polymers is essential to boost employee morale and productivity. Political behaviors like favoritism and exclusion can demotivate employees, leading to lower job satisfaction and reduced performance. By identifying and addressing these issues, the company can create a more positive work environment that encourages collaboration and efficiency in its water bottle manufacturing operations. Enhancing Fairness in Promotions Workplace politics often lead to biased decisions in promotions and opportunities for professional development. At United Polymers, assessing politics can help ensure that promotions are based on merit rather than personal relationships. This creates a culture of fairness, where employees are recognized for their hard work, which can lead to higher retention and motivation levels. Strengthening Team Dynamics Politics in the workplace can create divisions within teams, leading to poor communication and cooperation. For a manufacturing company like United Polymers, where teamwork is critical for production efficiency, assessing workplace politics can help identify and resolve conflicts. Workplace politics are a major contributor to employee dissatisfaction and turnover. At United Polymers, addressing political behaviors through assessment can help retain skilled workers by creating a more transparent and supportive environment. Reducing turnover saves costs on recruitment and training, while maintaining a stable, experienced workforce that contributes to consistent production quality.

OBJECTIVE OF THE STUDY

1. Identify the sources of workplace politics within United Polymers.
2. Evaluate the impact of workplace politics on employee morale.
3. Assess how workplace politics affect decision-making processes.
4. Investigate the relationship between workplace politics and employee turnover.
5. Propose strategies to mitigate negative effects of workplace politics.

SCOPE OF THE STUDY

The scope of the study on United Polymer Mysuru water bottle manufacturing company encompasses an in-depth exploration of its production processes, market dynamics, and sustainability practices. This research aims to investigate the company's use of polymer technology in the design and manufacture of water bottles, including the selection of raw materials, production techniques, and quality control measures. It will analyse the efficiency of the company's manufacturing processes and the innovations implemented to improve product performance and cost-effectiveness. Furthermore, the study will assess United Polymer's compliance with environmental standards, focusing on its efforts to minimize plastic waste, promote recycling, and adopt eco-friendly practices.

The research also intends to examine the company's market presence, its supply chain management, and customer engagement strategies. By understanding how United Polymer sources materials, handles distribution, and responds to market demand, the study will provide insights into its operational efficiency and market competitiveness. Additionally, the scope includes evaluating the company's financial performance, growth prospects, and its contribution to the local economy of Mysuru. By taking a holistic approach, the study aims to offer a comprehensive view of United Polymer Mysuru's role in the water bottle manufacturing industry and its future potential in a sustainability-conscious market.

RESEARCH METHODOLOGY

1. Data Collection: The data for this study will be gathered from both primary and secondary sources to provide a comprehensive understanding of United Polymer Mysuru's operations. Primary data will be collected through interviews with company executives, production managers, and employees involved in the manufacturing process. Structured questionnaires and surveys will be used to obtain insights into production techniques, sustainability practices, and supply chain management. Observational methods will also be employed to assess the production environment and process efficiency. Secondary data will be sourced from company reports, industry publications, academic articles, and government documents related to the polymer and manufacturing industries. Market data on competitors and industry trends will be reviewed to offer a comparative analysis of the company's position in the market.

2. Data Analysis: Once the data is collected, both qualitative and quantitative methods will be used for analysis. Qualitative data from interviews and observations will be analyzed through thematic analysis to identify key trends, practices, and challenges within the company. This will help to draw conclusions about operational efficiencies, sustainability efforts, and market strategies. For quantitative data, statistical analysis will be applied to evaluate production volumes, market share, and financial performance. Tools like regression analysis and SWOT analysis will be employed to assess the company's strengths, weaknesses, opportunities, and threats, providing a clear picture of its market positioning and future prospects. The data analysis will be structured to draw meaningful insights that inform the company's strategic decisions and highlight areas for improvement.

4. DATA ANALYSIS AND INTERPETATION

Q.1 How often do you feel that workplace politics influence decision-making in your team?

| Opinion	no of respondents	percentage%
a) Always	33	33%
b) Often	25	25.00%
c) Sometimes	20	20%
d) Rarely	10	10.00%
e) Never	12	12%
Total	100	100%
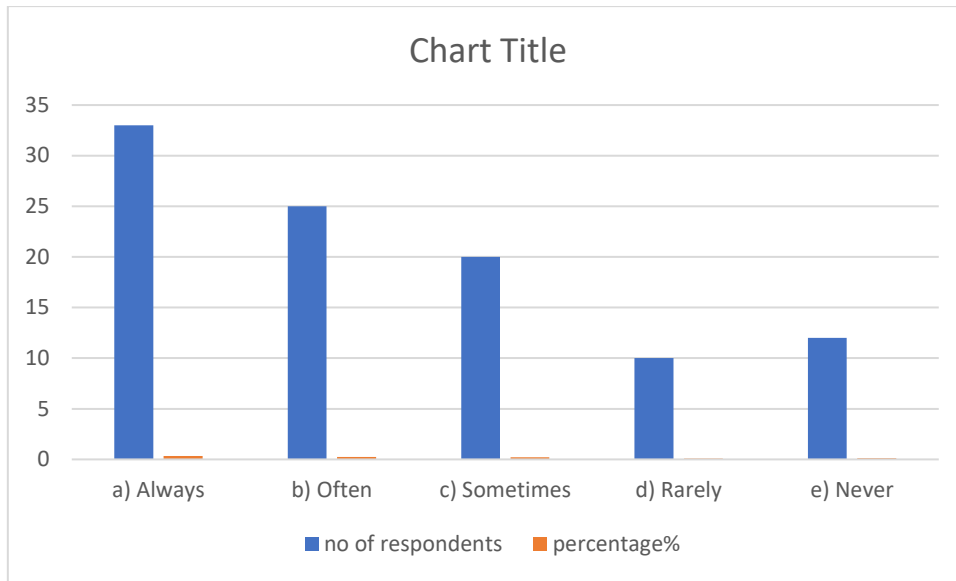
(Fig No: 4.8)

Interpretation:

The data reveals that 33% of respondents believe it happens always, while 25% think it often occurs. Additionally, 20% say it happens sometimes, and 10% feel it rarely occurs. Meanwhile, 12% of respondents report that it never happens, reflecting a range of opinions on the frequency of the situation.

Q 2 How do you perceive the influence of workplace politics on your motivation to perform well?

Opinion	no of respondents	percentage%
a) Strongly negative	28	28%
b) Somewhat negative	25	25.00%
c) Neutral	18	18%
d) Somewhat positive	17	17.00%
e) Strongly positive	12	12%
Total	100	100%
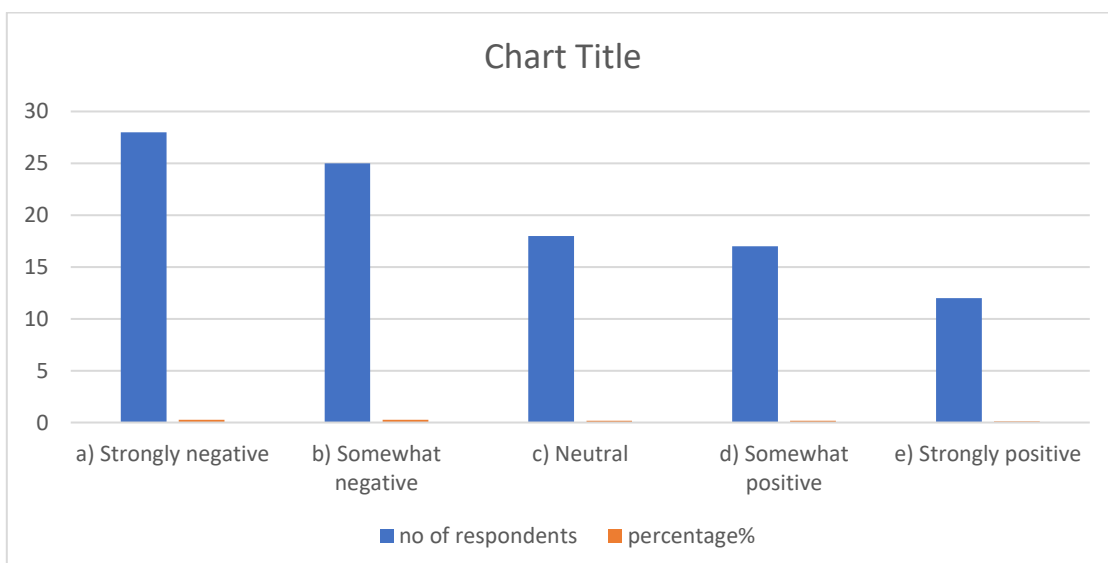
(Fig No: 4.9)

Interpretation:

The data indicates that 28% of respondents view the situation as strongly negative, while 25% see it as somewhat negative. Additionally, 18% remain neutral, 17% hold a somewhat positive view, and 12% perceive it as strongly positive. This reflects a predominantly negative outlook, with a smaller portion of respondents expressing positive or neutral opinions.

5. SUMMARY OF FINDINGS, SUGGESTIONS AND CONCKUSION
SUMMARY OF FINDINGS

most common cause: - 38.8% of respondents cite competition for promotions as the top issue, followed by 29.7% for miscommunication between departments.

Differences in personal values affect: - 20.7%, while lack of transparency and unclear job roles each concern 5.8%.

most likely to fuel favoritism: - 35.6% believe the situation has a significant impact, with 23.8% seeing a moderate effect.

role does competition for resources: - 30% cite personal relationships between managers and high competition for resources as key workplace issues.

observe decisions being influenced: - 38% feel personal dynamics play a major role, while 27% think it plays a moderate role.

workplace politics influence decision-making: - 28% say the issue occurs frequently, and 27% report it happens sometimes.

perceive the influence of workplace politics on your motivation to perform:- 33% believe the issue always occurs, and 25% feel it happens often.

extent do you think workplace politics affect your job satisfaction:-28% see the situation as strongly negative, while 25% view it somewhat negatively.

workplace politics typically influence decision-making in organizations: - 32% feel greatly impacted, and 23% report a moderate effect.

impact your willingness to stay with your current employeer:- 28% experience the situation very often, with 24% saying it happens often.

typically influence decision-making in organizations:-25% are considering leaving, and 24% are somewhat likely to leave.

SUGGESTION

Most common cause:

Implement a clear, merit-based promotion policy that emphasizes transparency. Hold regular inter-departmental meetings to improve communication and ensure information flows seamlessly.

Differences in personal values:

 Encourage diversity and inclusion training to foster understanding of different values. Define job roles clearly and maintain an open-door policy to address concerns related to transparency.

Most likely to fuel favoritism:

Set up objective performance metrics and involve multiple decision-makers in promotions to minimize bias. Promote a culture of fairness by recognizing achievements based on merit.

Role of competition for resources:

Develop a transparent resource allocation process. Set clear guidelines on how resources are distributed

and involve multiple teams in decision-making to prevent favoritism.

CONCLUSION

Workplace politics significantly influence decision-making, motivation, job satisfaction, and employee retention. A survey revealed that 38.8% of respondents see competition for promotions as the primary issue, while 29.7% attribute workplace problems to miscommunication between departments. Additionally, differences in personal values, lack of transparency, and unclear job roles contribute to workplace conflicts. Favoritism is a major concern, with 35.6% of respondents believing it has a substantial impact on organizational dynamics. Competition for resources, especially when influenced by personal relationships, is cited by 30% of respondents as a key workplace issue.

The survey also indicates that personal dynamics frequently influence decision-making, with 38% of participants acknowledging its significant role. Workplace politics are perceived as a common occurrence, affecting employees' motivation to perform; 33% of respondents feel it always impacts their motivation. This directly affects job satisfaction, as 28% see workplace politics as having a strongly negative influence. Moreover, 28% of respondents report that these dynamics significantly impact their willingness to stay with their current employer, highlighting how politics can lead to employee turnover.

Addressing these issues involves multiple strategies. Clear, merit-based promotion policies can mitigate competition and favoritism. Regular inter-departmental meetings and open-door communication policies are essential to minimize miscommunication and differences in personal values. Objective performance metrics, unbiased review processes, and transparent resource allocation can further reduce favoritism and ensure fair treatment. A structured decision-making process, prioritizing data-driven insights, is necessary to counter the influence of personal dynamics.

To address workplace politics directly, organizations should introduce zero-tolerance policies for political behavior, conduct regular assessments of the work environment, and use feedback to address issues promptly. Clear performance evaluation criteria, training for leaders on objective evaluation methods, and team-building exercises focused on open dialogue can reinforce a culture of fairness and collaboration. Implementing these strategies can improve overall job satisfaction, reduce employee turnover, and foster a more positive work environment.

BIBLIOGRAPHY

1. Aamena Zeba, & Dr. K. Rajnath. (2018). *A study on welfare and safety measures adopted in manufacturing industries, Thyssenkrupp.*
2. Hemalatha, K., Renita, S. Monica, & Dr. Bala Perdida Nageswara Rao. (2017). *Study on impact of employee welfare facilities on job satisfaction.*
3. Ramamoorthy, R., Kpthooyamani, & Kartik, E. (2017). *Adequacy of agent government assistance and confidence on TVS Sundaram Iyengar and Co., Madurai.*
4. Harshani, M.D.R., & Lwelmilla. (2017). *Effect of welfare facilities on employee retention: A study of cabin crew employees in Sri Lankan Airlines.*
5. Divyabharathi, S., & Nivethigha, R.P. (2017). *Worker welfare plans and their suggestions on performance in Private Limited Automation, Chennai.*
6. Anju, P. (2016). *A study on employee welfare with special reference to JU. L, Kites IT.*
7. Dr. S. Ravi, & J.A. Raja. (2016). *The welfare measure reference to small scale industries at Hosur, Tamil Nadu.*

8. Dr. S. M. Syed, & M. Sri Vani Vidyadhari. (2016). *Employee welfare measures at Southern Power Distribution Company Limited, Andhra Pradesh.*

9. Manasa, B.R., & Dr. C.N. Krishna Naik. (2015). *A study on employee welfare measures at Cement Corporation of India units, in Tandur and Adilabad.*

10. Dr. P. Venkata Rao, Chandra Shekhar Patro, & K. Madhu Kishore Raghunath. (2015). *Employee welfare is the key: An insight.*

11. www.unitedpolymersmysuru.com

12. https://www.justdial.com/Mysore/United-Polymers