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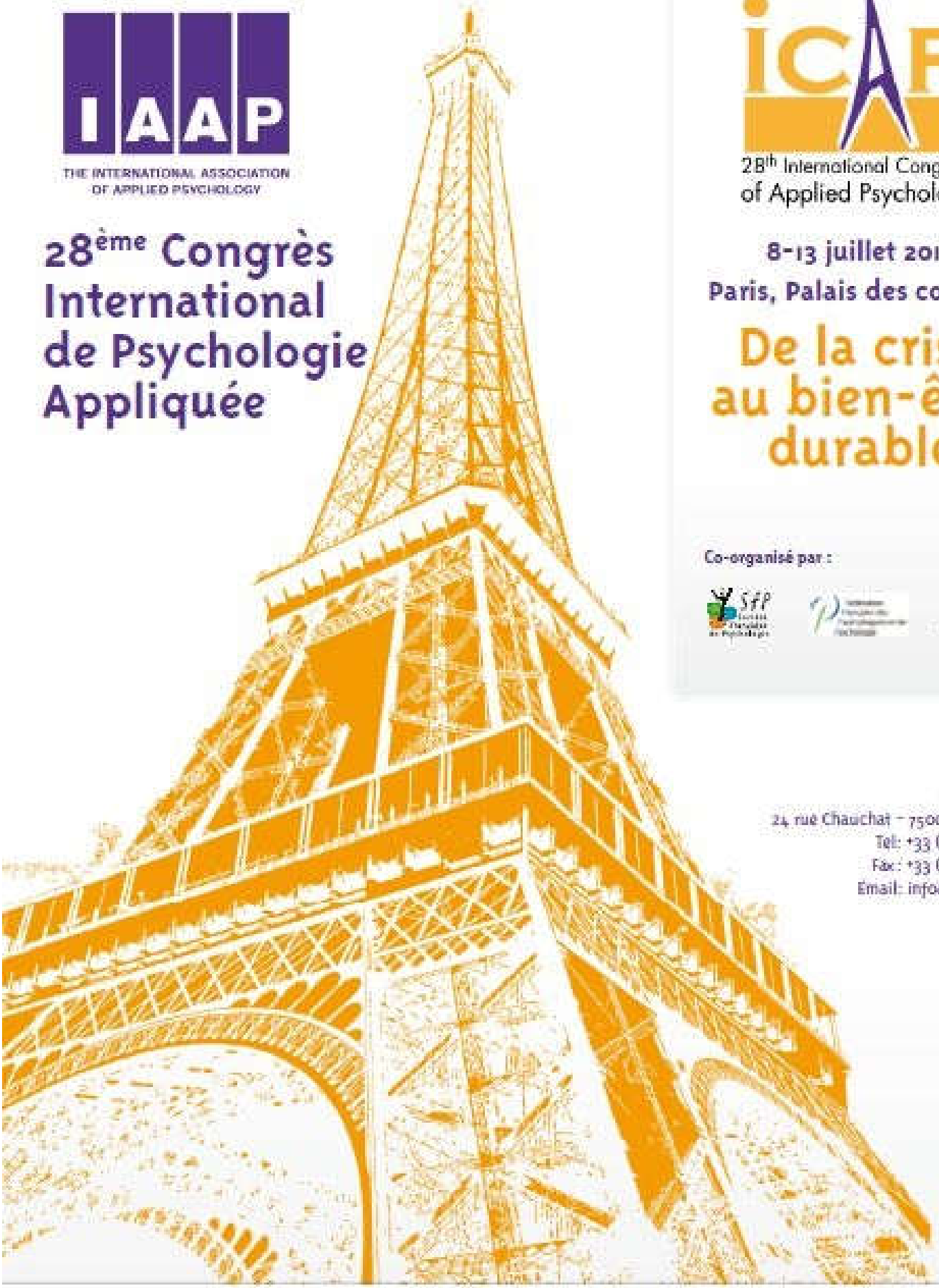

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ICAP 2014 Abstract

Organizational Psychology / Psychologie du travail et des organisations

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Personality, Values and Career Concerns as the Employee Related Antecedents of Influence/Political Tactics in Organizations

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Abstract: Studies showed that using influence tactics and polical behavior can be beneficial for the political employees through affecting Human Resource decisions such as performance evaluation and promotion (Higgins et al., 2003). On the other hand employees differ on the type and frequency of the influence tactics they engage in. Previously employees' personality, motives, needs and career concerns were indicated as the employee related antecedents of political behavior (Steensma, 2007; Zanzi et al., 1991). In this study we intended to shed light on employee related antecedents of political behavior through invesigating the effects of personality, values and career concerns on the use of influence tactics. For that purpose 190 full-time employees working in various firms were surveyed by using BFI (The Big Five Inventory) (John, Donahue, and Kentle, 1991), Portrait Values Questionnaire (Schwartz et al., 2001), Career Concerns Scale (Adapted from Zanzi et al., 1991), and Political Tactics Questionnaire (Kipnis, Schmidt and Wilkonson, 1980). The results of the regression analyses showed that Ingratiation and Impression Management are positively related with Neuroticism and negatively with Conscienciousness. Persuasion through rationalization and assertiveness was found to be related with Extraversion, Aggreableness and Neuroticism as personality variables; Stimulation and Security as values and Skill Development as the career concern. Furthermore there is an association between Security and the use of Upward Appeal. Interestingly the use of Coalition was found to be negatively related with Openness. Probable future studies, the findings of the current study and the interactions between the variables were evaluated in the light of the previous literature.

Keywords: Big five personality traitsCareer concernsInfluence tacticsPolitical behaviorSchwartz's Values