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Perceptions of Organisational Politics: Examination of a Situational Antecedent and Consequences among Nigeria's Extension Personnel

Abstract

This study provides an empirical assessment of the effects of job ambiguity on perceptions of organisational politics (POP) and the moderating role of an employee's felt obligation on the relationships between POP and job distress and organisational citizenship behaviors (OCB). A census of extension personnel in two Agricultural Development Programs (ADPs) in Southwestern Nigeria was undertaken. In all, 229 extension personnel returned useable surveys. Hierarchical regression analyses showed that job ambiguity predicted POP. POP was negatively related to felt obligation and OCB, and positively associated with job distress. The relationship between POP and OCB was stronger when employees reported lower rather than higher levels of felt obligation toward the organisation. However, there was no significant moderating effect of felt obligation on the relationship between POP and job distress.

Keyword