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**EVIL ACT: POLITICS DOMINATION IN HIGHER
EDUCATION UNIVERSITIES
(Empirical Evidence from Pakistan)**

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Abstract

The social interaction taking place in our society is politics. Essential to any governing bodies, institutions etc. this paper's forte is to specifically assess the politics phenomenon in the academic institutions of higher education. The involvement of politics in the academic society i.e. staff, faculty and employer has been of interest to this study. Politics can be liberal and conservative depending on the individuals running and other perceiving it, which gives birth to the argumentative dialogues, in order to gain power and authority to run the given regime. The survey questionnaire was developed and distributed to the leading higher education universities of Pakistan. There were 3000 respondents (faculty, staff, middle management and top-management). The testing endeavoured to quantify aspects of politics judgment in terms of contribution, appreciation, goals and values, interests, performance, quit, salary, comparison, emotional grudges/cushion for other work colleagues, communication, compensation, gossip, spying, back-biting, professional jealousy, self-esteem, job targets and ethics at academic-oriented work space. One samples T-test and KW test analyzed that staff level employees 50% disagree with the top-management control due to the strong inside and outside political influence over all categories of

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management. Politics has suppressed the environment and welfare of sound universities, which lay their foundation on transparency, honesty and ethical grounds. It is an alarming situation for universities, which have had control of politics ruining the administration and overall productivity at work. Policy makers must assess the mal-use of politics in the higher educational sector universities to avoid major fallout of large establishments over a decade, which is creating speculation and dearth of consistent and right administrative and governing systems.

Keywords: Politics, Higher education universities, Politicking, Professional Jealousy, Ethics.

1. Introduction

The ruling comes from the political philosophy and it is witnessed everywhere around the globe. Politics are for communal rights and if used in a negative perspective, it can lead to dangerous outcomes. Understanding the society of today, which exists with more competition than ever before, politics, plays an eminent role in success and failure of an individual/society.

Academic Institutions in respect to the higher education universities are no less in aggressively participating in the political activities within the peers and institution.

This unbiased study clearly marks the various leading institutions involved in politics within the organization to gain success over others. In Pakistan, on a country-level there is political-crisis already and within a small division also politics is running in the veins of every individual. Various activities and actions observed in the environment of an organization are the result of employee motivation/performance, work place environment in terms of employee interaction and intimidation. There are certain organizations failing to appreciate and value added efforts for employees putting in hard work and giving boost to certain employees on the basis of favouritism/influential background/association. Continuous demotivation cause tension in the working environment, ill-image of the organization and a lot of grapevine and gossip lobbies. This paves the ways of internal conflicts within the organization, which gives rise to politics among employees and members of the organization from top to bottom. In dire circumstances, employees switch to another organization that are unable to bear the political pressure by their peers, seniors etc. i.e. biased use of power and authority to practice evil acts for self-gratification.

2. Literature Review

According to Rothman, Lichter and Nevitte (2005) the political beliefs of professors are a question to study that has itself become politicized. On one side of the debate, those who have disagreement that faculty have a primarily laid-back cast often link this with allegation of a lack of rational diversity or the enforcement of “politically correct” ideas and behaviour on campuses. Conversely, those who reject this position sometimes characterize it as an attempt by conservative group or institutions to intimidate liberal faculty.

Diverse and prominence of politics exists within an organizational setup pertaining to the higher educational sector (universities). Ranging from faculty politics, educational politics, country politics with education to students politics. All the universities had a variety to show in terms of political activities. Unethical deed via politics affects and damages the educational system of universities.

Increasingly, Bureaucracy at all levels of government impinges on one’s lives, and even is also witnessed in the semi-private and private organizations due to the prior experience of the Top-management and/or personality trait. This had led to biased political behaviour in the society. The purpose of the administration is to serve the entire organization with necessary arrangement and monitor and organize the processed and operations accordingly. Educational systems are a source capable of promoting innovation and a social move in the direction of equal opportunity. Hence, it is viable to articulate that there is an association between education, development and political structure (Adam, 1964).

The study conducted by Theodor, Karl, Patric, Michael and Heribert (1975) in the developing countries of Africa and Asia depicts that education is the most important steering mechanism for filling the higher posts particularly in administration and management. The politicians view of education stems from a belief that investment in education is an optimal investment for rapid economic growth.

African and Asian education systems are for a lucrative purpose. In highly developed countries, the significance of education is based on the financial side status and the position in all over the world. In contrast, developing countries in Asia and Africa, the education system is designed just to get the higher post after the completion of degree, earn fine and elate one's social class.

All political functions are made by the administration. In universities, democratic environment is observed. William and Sarah (2009) stated that the Universities are linked with the socio-economic ground through various activities and one of them is research. It opens venue at large for training and better promotion of the organizational association nationally and internationally. Students asks for their own kind of faculty they wish for and for the administration, it has to be determined to also keep the voices of the students and design and allocate the faculty as per the policy factors. The faculty members are from different educational backgrounds and specialities to proffer. There are two major categories of members, the ones who opt for politics in the academia and others don't want to get all filth included in their personality.

The political involvement in amongst these members are extensive back-biting, jealousy and competition, ego-disasters, grape-wine, whistle-blowing, black magic and uncountable deeds, which leads to red-alert grudges against each other, which also becomes fatal. The members including faculty, managerial staff and students suffer in various ways due to mal-use of politics such as salary, bonus and incentives issues, untrue bad word of mouth, intimidating jokes, black spells leading to sickness, bad-orientation towards work etc.

A university is the exact blend where culture, traditions, norms and values are found and also nurtured and developed. It is still believed that universities are direction for authority and power (Powell, 1974).

Evil politics can lead to bad employee appraisal as well in university as one incorrect appraisal demeans the individual and places a bad remark on the profile of the employee's career.

The study conducted by John and John (2003) explained that policy expansion and functioning is proceeding with a faster pace as though the political representation of offence is now quite outdated. Professional jealousy is a natural thing. But it can overcome through top executives and are the role model for employees. The policies made by top executives and justify to every employee so organizations overcome from politics and can control the whole System in organization. Research shows that politics is involved during appraisals procedures (Clinton, Henry, Sims, Jr. George, & Dennis, 1987).

To little extent politics acts as reinforcement for employees and/or the organization to outperform. Nationalized standing/ranking of higher educational universities are established on reputation. It's important to note that university's ranking can instantly go low quickly when its observed that a school is falling back its sovereignty and self-rule due mal-administration and evil acts of politics. It takes decades to build a positive image and reputation and a small mistake to rupture the establishment completely. Hence, the existence of diversity (we are not all alike) and dearth (there is never enough) guarantees that politics is an inevitable attribute of the human condition. This has to be investigated that to which extent the politics has prevailed in the universities in an evil or angelic way. This study is an investigation which caters the multiple questions for instance, is it true that most professors in Pakistan's universities are involved in politics? Are there the different roots which nurture politics in academia/ universities and lastly, to seek support of political practice deters the professional advancement in the academia?

3. Proposition

To study the impact of politics in universities of Pakistan in comparison following propositions have been interrogated to conclude the findings.

P1: Politics is nurtured because university does not value its employee's contribution.

- P2: Politicking is nurtured because university fails to appreciate any extra effort of its employee.
- P3: Politics is nurtured when university disregard by best interests while making decisions that affects employee.
- P4: Politics is nurtured when the employee does the best job possible, but the university fails to notice.
- P5: Politics is nurtured when university is unconcerned about paying employee what they deserve.
- P6: Politics is nurtured when university feels that anyone could perform job of an employee who really works hard.
- P7: Politics is nurtured when an employee feels that he/she should share with his/her colleagues about what is happening against him/her by his/her seniors and bosses.
- P8: Politics is nurtured when there is leg pulling at the work place by the employees for one another.
- P9: Politics is nurtured when there is too much gossiping with colleagues at work place.
- P10: Politics is nurtured when the colleagues are jealous with the better performance of an employee.
- P11: Politics is nurtured when an employee's self esteem is low.
- P12: The university employees get the support of spell while playing politics against their colleagues.

4. Research Methods

4.1 Description of Data Collection, Sampling Statistical Technique

In order to investigate empirically the domination of politic in the academics, the personal survey was used while, the unrestricted non probability sampling is deployed to collect the sample of 3000 respondents which include the university's faculty, staff, middle management and top-management, from the six major public and private sector universities of Pakistan include Iqra University, NED University, Mohammad Ali Jinnah University, Karachi University, KASBIT and Federal Urdu University.

Kruskal-Wallis test is used to investigate the mean rank of the data for each construct taken which are the proxies of politics/ political activities.

5. Findings and Results

The primary focus of this study is to investigate that which university is indulged in the dirty game of politics to what extent in comparison of each other. Kruskal-Wallis test is used to interrogate the outlined objectives/ propositions empirically while enumerating the ranks of outlined universities in terms of various constructs of politicking. As it is revealed in table 1 and 2 that the game of politics is nurtured more at University of Karachi (KU) when the employees' contributions are not given values by the university and when university is failed to appreciate extra efforts by the employees. Whereas, it is also the University of Karachi where university's employees get the support of spell while playing politics against their colleagues as revealed in table 11. The empirical findings as reported in table 3 and 6 reveal that disregarding employee's best interests and back biting against bosses promote the politics at work place more at KASBIT University. Least concerned about paying employee what they deserve, leg pulling at the work place by the employees for one another, too much gossiping with colleagues at work place, low self esteem of employees are the found as the motivating factors for provoking politics at NED University as revealed in table 4, 7, 8, and 10. While, the table 5 and 9 show that giving least importance to employees work and jealousy factors are the provoking factors to launch and cause the dirty game of politics at Iqra University.

Table 1: Assessment of P1 (Politics is nurtured because university does not value its employee's contribution).

University Name	Mean Rank	Rank
KU	3.29	1
IQRA	3.22	2
NED	3.00	3
MAJU	2.87	4
URDU	2.48	5
KASBIT	1.96	6

Test Value = 0 = No Game of Politics

Table 2: Assessment of P2 (Politics is nurtured because university fails to appreciate any extra effort of its employee).

University Name	Mean Rank	Rank
KU	2.87	1
URDU	2.33	2
NED	2.26	3
IQRA	2.17	4
MAJU	2.11	5
KASBIT	1.94	6

Test Value = 0 = No Game of Politics

Table 3: Assessment of P3 (Politics is nurtured when university disregard employee's best interests while making decisions).

University Name	Mean Rank	Rank
KASBIT	2.92	1
URDU	2.75	2
NED	2.69	3
IQRA	2.65	4
MAJU	2.61	5
KU	2.57	6

Test Value = 0 = No Game of Politics

Table 4: Assessment of P4(Politics is nurtured when university is unconcerned about paying employee what they deserve).

University Name	Mean Rank	Rank
NED	3.00	1
URDU	2.77	2
MAJU	2.72	3
IQRA	2.65	4
KASBIT	2.35	5
KU	2.26	6

Test Value = 0 = No Game of Politics

Table 5: Assessment of P5 (Politics is nurtured when university feels that anyone could perform job of another employee who really works hard).

University Name	Mean Rank	Rank
IQRA	3.17	1
URDU	2.83	2
NED	2.67	3
KU	2.61	4
MAJU	2.43	5
KASBIT	2.22	6

Test Value = 0 = No Game of Politics

Table 6: Assessment of P6 (Politics is nurtured when an employee feels that he/she should share with his/her colleagues about what is happening against him/her by his/her seniors and bosses).

University Name	Mean Rank	Rank
KASBIT	2.65	1
IQRA	2.61	2
NED	2.60	3
KU	2.13	4
URDU	2.05	5
MAJU	1.96	6

Test Value = 0 = No Game of Politics

Table 7: Assessment of P7 (Politics is nurtured when there is leg pulling at the work place by the employees for one another).

University Name	Mean Rank	Rank
NED	1.88	1
URDU	1.88	2
MAJU	1.83	3
KU	1.75	4
KASBIT	1.75	5
IQRA	1.52	6

Test Value = 0 = No Game of Politics

Table 8: Assessment of P8 (Politics is nurtured when there is too much gossiping with colleagues at work place).

University Name	Mean Rank	Rank
NED	3.19	1
KU	2.73	2
IQRA	2.48	3
MAJU	2.43	4
URDU	2.28	5
KASBIT	1.75	6

Test Value = 0 = No Game of Politics

Table 9: Assessment of P9 (Politics is nurtured when the colleagues are jealous with the better performance of an employee).

University Name	Mean Rank	Rank
URDU	2.85	1
NED	2.76	2
MAJU	2.63	3
KU	2.40	4
IQRA	2.13	5
KASBIT	2.04	6

Test Value = 0 = No Game of Politics

Table 10: Assessment of P10 (Politics is nurtured when an employee's self esteem is low).

University Name	Mean Rank	Rank
NED	2.31	1
IQRA	1.91	2
KASBIT	1.88	3
MAJU	1.74	4
URDU	1.60	5
KU	1.54	6

Test Value = 0 = No Game of Politics

Table 11: Assessment of P11 (The university employees get the support of spell while playing politics against their colleagues).

University Name	Mean Rank	Rank
KU	3.29	1
URDU	3.23	2
NED	2.94	3
MAJU	2.70	4
IQRA	2.55	5
KASBIT	2.06	6

Test Value = 0 = No Game of Politics

6. DISCUSSIONS AND CONCLUSIONS

The testing specifications of various constructs of politicking for the outlined universities of Pakistan accentuate that all Major Private and Public sectors universities of Pakistan are attributed with the play of politics but their roots are sarcastically different.

From a summary of Pakistan's Academic institutions/ universities which include public and private sector both this paper investigated and confirmed the controversial and detrimental political culture of academia which somehow the other polluting and perishing the noble profession and the noble work place. To be capsulated and susceptible, the universities should see the various constructs of this paper to formulate some guidelines and policies to cow down the play of politics and the negligence may result unavoidable unrest at the place that not only educates nations but makes nations.

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