

[DOI: 10.20472/IAC.2015.019.013](https://doi.org/10.20472/IAC.2015.019.013)

AYNUR B.BOSTANCI

Uşak University, Turkey

ALI AKBAŞ

Ministry of National Education , Turkey

THE RELATIONSHIP BETWEEN THE TEACHERS' PERCEPTION OF ORGANIZATIONAL POLITICS AND EMOTIONAL LABOUR

Abstract:

The individuals' perceptions of events determines their reactions against their managers, colleagues and their organizations. Organizational politics is related to illegal behaviours rather than legal rules in an organization. Farrel and Petersen (1982) explains political behaviour as the attempt to affect the sharing of advantages and disadvantages which is not a part of his/her role in the organization. According to Hochschild (1983) emotional labour is the reorganizations of emotions in order to be observed by other employees and making presentations facially and physically in that way. Another definition is that it is the effort to understand others, making empathy and feeling the emotions of others as your own emotions (England and Farkas, 1986).

The purpose of the study is to determine the relationship between the teachers's perception of organizational politics and emotional labour. Having this in mind, the answer of the following questions are going to be answered;

- 1.What is the opinion of the teachers about organizational politics and perception of emotional labour?
- 2.Does the perception of organizational politics and emotional labour of the teachers show difference according to sex, seniority and working period in the same school?
- 3.Which level is the relationship between the perception of organizational politics and perception of emotional labour of the teachers?

The research is in the relational screening model. The sample group is 356 secondary school teachers who work in the secondary schools in Uşak city center. In the research simple sample method has been employed. According to the results of the research;The perception of teachers' organizational politics shows some differences depending on sex, number of teachers in the school and working period in the same school. Male teachers to female teachers, teachers who work in crowded schools to teachers working in small schools and the teachers who have been working in the same school more than others have more political perceptions than the others. Teachers' emotional labour level shows difference at the extent of deep role playing according to the sex, seniority and working period in the same school. It has been determined that male teachers to female teachers, teachers whose working period is longer to the teachers whose working period is shorter in the same school and senior teachers to junior teachers have higher level of emotional labour. Lastly, the results show that there is a low relation between the teachers' perception of organizational politics and emotional labour

Keywords:

Organizational politics, political behaviour, emotional labour, emotional conflict.

JEL Classification: I29