

## INTEGRATING ORGANISATIONAL POLITICS INTO ORGANISATIONAL SYSTEMS, FUNCTIONS AND PROCEDURES. A HUMAN CAPITAL PERFORMANCE ENHANCEMENT STRATEGY

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### ABSTRACT

Organisational (office) politics is a reality which leaders and employees usually grapple with because it affects organisational systems, functions and procedures raising concern as to how it can be integrated and consolidated as a strategy to enhance employee and leadership competence. Literature on organisational politics was reviewed and the findings are that office politics is a blind spot which has got serious impact to organisational performance and yet its existence is known but often ignored. However, office politics can be manipulated to enhance the quality of the human capital of an organisation. This paper seeks to highlight the dimensions, dynamics and controversies surrounding the origins, manifestations, and effects of office politics to organizations and how it can be integrated and consolidated within organisational systems, functions and procedures as a strategy to enhance human capital performance.

**KEY WORDS:** human capital, organisational (office) politics, organisational performance, organisational systems, functions and procedures.

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