

Chapter 8 power and politics

- **Power:** the capacity that A has to influence the behaviour of B, so that B acts in accordance with A's wishes
- **Dependence:** B's relationship to A when A possess something that B requires
- The greater B's dependence on A, the greater A's power in the relationship.
- Dependence, in turn, is based on the alternatives that B perceives and the importance that B places on the alternative(s) that A controls. A person can have power over you only if he or she controls something you desire.

Bases of power

- 1) formal power; 2) personal power

1. Formal power

- based on an individual's **position in an organization.**
- **Coercive power:** a power base that is dependent on **fear of the negative results from failing to comply**
- At the organizational level, A has coercive power over B if A can **dismiss, suspend, or demote B, assuming B values her job.**
- If A can assign B work activities **B finds unpleasant,** or treat B in a manner **B finds embarrassing.** A possesses coercive power over B.
- Coercive power comes also from withholding key information. People in an organization who have data or knowledge others need can make others dependent on them
- **Eg.** threats of Demotion (reduction in rank), Bonus cuts, Salary cuts, loss of privileges, Suspension, Termination.
- **Reward power:** power that achieves compliance **based on the ability to distribute rewards** that others view as valuable
- People will go along with the wishes or directives of another if doing so produces positive benefits; therefore, someone who can distribute rewards that others view as valuable will have power over those others.
- **Eg.** financial rewards - such as **controlling pay rates, raises, and bonuses**
- **Eg.** nonfinancial rewards - **offering recognition, promotions, interesting work assignments, friendly colleagues, and preferred work shifts or sales territories.**
- **Legitimate power:** power that a person receives as **a result of his or her position in the formal hierarchy** of an organization
- Through a person's structural position
- **Come from one's organizational roles or positions**
- **Eg. a boss can assign projects, a policeman can arrest a citizen, and a teacher assigns grades**

2. Personal power

- Come from an individual's unique characteristics
- **Expert power:** influence **based on expertise, special skills or knowledge**
- As jobs become more specialized, we become dependent on experts to achieve goals

Chapter 8 Power Notes Answer Key

Steven Lukes



Chapter 8 Power Notes Answer Key:

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