

ORGANIZATIONAL POLITICS AND EMPLOYEE STRESS: MEANINGFUL WORK AS A MEDIATOR

Robinson James

University of Jaffna, Sri Lanka

The harmful effect of perceived organisational politics on employees' attitudes and behaviour, including stress, has been widely discussed. This study aims to assess the role of meaningful work on the relationship between perceived organisational politics and stress. Data were collected from 94 employees working in financial institutions in Sri Lanka. Organisational politics was operationalised as a higher-order construct of the five dimensions of organisational politics. Partial least square structural equation modelling (PLS_SEM) was employed for data analysis. The findings supported the proposed direct relationship between organisational politics and stress. Further, the results of the study indicated that this relationship is mediated by meaningful work. In general, the results shed crucial new light on the factors that influence stress and identify work meaningfulness as a crucial psychological mechanism that can help explain organisational politics' adverse impact on employee stress. This study deepens the understanding of the relationship between organisational politics and stress by investigating the mediator role of meaningful work between organisational politics and engagement. More generally, the results serve as a platform for further research regarding the negative influence of organisational politics on a range of individual and organisational outcomes.

Keywords: *Politics; Meaningful work; Stress; Demand; Resource*
