

## **Relationship between Age, Perceptions of Organizational Politics and Job Satisfaction**

**Muhammad Ehsan Malik**

Institute of Business Administration, University of the Punjab,  
Lahore, Pakistan

**Rizwan Qaiser Danish\***

Department of Business Administration, University of the Punjab,  
Gujranwala Campus, Pakistan

**Mudassar Ghafoor**

Institute of Business Administration, University of the Punjab,  
Lahore, Pakistan

This study investigates empirically the role of age in the relationship between perceptions of organizational politics (POP) and job satisfaction. The sample selected was quite heterogeneous consisting of part time students of business courses of a large institute of business administration. We measured three dimensions of POP, i.e., general political behavior; go along to get ahead and pay and promotions in relation with different facets of job satisfaction while controlling for age. The results of the study showed that general political behavior, go along to get ahead and pay and promotions are highly and negatively correlated with different dimensions of job satisfaction, except satisfaction in general. Age is significantly positively correlated with only one dimension of perceptions of organizational politics, i.e., pay and promotion policies and negatively but not significantly correlated with job satisfaction. Policy implications and guideline for future research are also discussed.

**Key words:** Perceptions of Organizational Politics, Organizational Politics, Job Satisfaction, POP, Age.