
Performance & Politics !

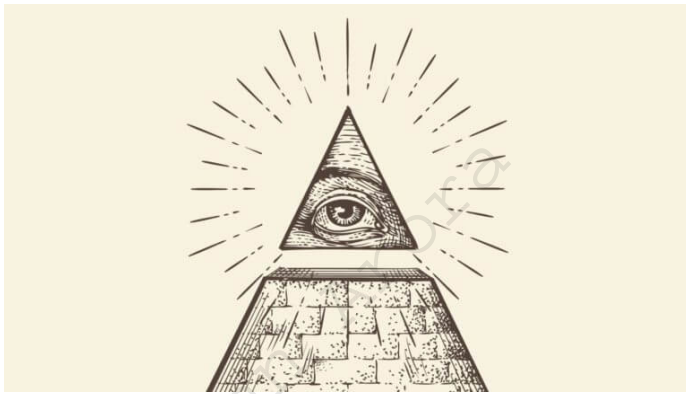
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Explaining the challenges for a real performer in an organisation where the structure is too big and too complex.

Excerpts from "**Status Anxiety**"

The travails (painful part)of being an employee include not only uncertainty about the duration of one's employment but also the humiliation of many practices and dynamics.



With most organizations shaped like pyramids, in which a few managers are able to come up on narrow tip as managers from the vast base of employees, the question of who will be rewarded -and who would be left behind -becomes too complex.

Because achievement in most fields is difficult to monitor in a reliable manner, and it is dependent on several interdependent factors, the path to promotion or its opposite can acquire a haphazard connection to results.

The person at the top of an organization may not be the best at their jobs, he may not be the most intelligent person or he may not be the best performer but he may be the person who has mastered a range of dark political art which is not taught in schools and which may be beyond the conscience of a person who is brought up to purely trust on performance.

Certain soft skills like networking, socializing and being a sycophant sometimes help sometimes in inter-company politics. And if one happens to be a performer too at the same time, these skills act as an icing on the cake.