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Power and Politics from Varied Perspectives in Policy Formation-An Observation

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Abstract

One who wish to study politics or understand the power and politics related issues as what is politics, what is the structure of politics and also its structure should understand the significance of institutions, ideologies, diplomacy, government, strategy of government, and the like. Power and politics are the perspective aspects of organizational life, impacting decision-making, resource allocation, and interpersonal relationships. Power refers to the ability to influence others, while politics refers to the use of power to achieve personal or organizational goals. Both power and politics can have positive and negative effects on organizational outcomes. Power can also be acquired through expertise, relationships, and social influence. Power is responsible for ensuring employees commitment and compliances in the organization. It aids in avoiding resistance among employees ensuring they coexist in harmony that leads to increase productivity. Public policy is one of the main products of politics which includes all the decisions of governments make to influence behavior. The three powers of the government like legislative, the executive and the judiciary will have a control over the actions between employees and employer in an organization. We may say that the legislative makes the law, the executive implements the law made by the legislative and the judiciary upholds the made by the legislative and implemented by the executive which helps for smooth functioning of the government.

Keywords: Power and politics, organizational life, in harmony, executive, judiciary, etc.

Introduction

Political Science as a discipline focuses on studying and analyzing power and politics from varied perspectives such as domestic, international and comparative. One who wish to study politics or understand the power and politics related issues as what is politics, what is the structure of politics and also its structure should understand the significance of institutions, ideologies, diplomacy, government, strategy of government, and the like. Power and politics are the perspective aspects of organizational life, impacting decision-making, resource allocation, and interpersonal relationships. Power refers to the ability to influence others, while politics refers to the use of power to achieve personal or organizational goals. Both power and politics can have positive and negative effects on organizational outcomes. Power can also be acquired through expertise, relationships, and social influence. Power is responsible for ensuring employees commitment and compliances in the organization. It aids in avoiding resistance among employees ensuring they coexist in harmony that leads to increase productivity. For example, an employee with specialized knowledge or strong connections may have more power than someone in a higher position. Power can be classified as social power, political power, knowledge power, military power, ideological power, distributional power, collective power, and the like. In the

same way politics can be seen as a tool for gaining and maintaining power in organizations. It often involves coalitions, alliances, and negotiations between individuals and groups seeking to further their own interests. Public policy is one of the main products of politics. Public policy includes all the decisions of governments make to influence behavior. The three powers of the government like legislative, the executive and the judiciary will have a control over the actions between employees and employer in an organization. We may say that the legislative makes the law, the executive implements the law made by the legislative and the judiciary upholds the made by the legislative and implemented by the executive which helps for smooth functioning of the government. India is the world's largest democracy with a diversified population. It becomes an extremely complicated task to formulate policies that serve the purpose of all. Therefore, the legislative, the executive and the judiciary contribute to the process of policy formation. In a democracy like ours, it becomes inevitable to avoid counters against policy, but these disagreements can also be looked at positively as they strengthen the trial and error approach towards formulating policies. So, the institutions participating in policy formulation must possess the flexibility to consider the opinions given by various members. However, the changes and postponements occurring in policy formulation must not

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be labeled as the drawbacks of the institutions. Through this article one can learn more about the roles of legislative, the executive and the judiciary in guiding the organizations or institutions for smooth functioning of the administrative process.

Survey of Literature

Observation: The principal objective of policy formulation is to recognize and analyze the possible solutions to the issues concerned. Such solutions are based upon various aspects such as their impact, the cost to be incurred, implementation, resources, political requirements and societal backing. For example, eradicating poverty in India is a herculean task. It is associated with various other issues such as low literacy, economic disability caused by labour market impacts, poor health, sanitation, sudden uncertain events such as the death of earning members, separation and migration due to urbanization, etc. public policy is one of the main products of policies which includes all the decisions governments make to influence behavior. When a legislature enacts legislation, executive issues and order, or a court announces a ruling, they are all making public policy. In making the public policy, political actors/politicians invoke the public interest. It is in the public interest to create a good society, one with social justice, in which the government serves the people. Such a society would provide for the common good and promote the general welfare. Power, a fundamentally important term in the study of politics, can be defined as the ability to compel someone to do something that would not otherwise choose to do. Those with power are the ones who get to make public policy. Power cannot be counted, weighed, or photographed. Power is not a constant force, as politicians sometimes increase their power, while at other times their power slips away. Power is in part, a matter of belief; if you believe someone has power over you, they do, at least to the extent that you do what they want. The highest form of power is called sovereign power. If no person or institution has authority over a state, that state is said to have sovereignty, and the supreme authority in that state is called the sovereign. The government is the most important institution in any discussion of policies because it is the only one with legal, legitimate authority to use coercive power to compel behavior with a defined geographic area. In a welfare state, the government provides extensive social benefits like child care, education, housing, and pensions.

Politics can be used to achieve positive outcomes, such as promoting innovation or challenging the status quo, but it can also lead to negative outcomes, such as unethical behavior or the suppression of dissent. One of the key challenges of power and politics in organizational life is balancing the needs of individuals and the organization as a whole. Those with more power may be motivated by self-interest, rather than the interests of the organization, leading to decisions that benefit themselves but harm the organization. Additionally, politics can lead to the marginalization of certain groups or individuals, reducing the diversity of perspectives and limiting organizational effectiveness. To manage power and politics in organizational life, it is important to promote transparency and fairness in decision-making process. Encouraging open communication and feedback can also help to reduce the negative impacts of power and politics. Organizations can also invest the leadership development programs that promote ethical behavior and encourage leaders to prioritize the needs of the organization over their personal interests. Here, it is a notable thing that the policies

formulated must be precise, understandable and definite. No ambiguity must be allowed while interpreting such policies so that unwanted issues can be avoided and the implementation is done efficiently. There must be certain responsibility behind the formation of every policy, and such policy must sustain for a long time. In absence of the said traits, a policy might invite indecisiveness about its implementation rather than providing guidance to the people. In a democratic form of government, people are said to be the masters of their own destinies and public opinion plays a major role in the policy formation process. The needs of the citizen enter the government by the policy agenda of the political parties.

Policy formation usually occurs in government bureaucracy, offices of interest groups, meetings of special commissions and policy planning organizations. Formulation of policies that promote gender equality is greatly enhanced by the active participation of various agencies from both formal and informal channels. Policy formation is the process by which governments and other organizations develop policies that guide decision-making and action. Effective policy formulation is essential to addressing social and economic challenges and achieving positive outcomes for individuals and society as a whole. Effective policies can promote economic growth, protect public health and safety, and advance social justice and equality. Poorly formulated policies, on the other hand, can have negative consequences. The four local governments such as Municipalities, Regional Municipalities, Rural Communities, Local Service Districts also can intervene in reforming the complicated policies formulated by the organizations or institutions as for as the political economy of the nation is concerned.

Conclusion

Thus, it has been regarded that power and politics in policy formulation are integral aspects of organizational life that can impact organizational outcomes both positively and negatively. By promoting transparency and fairness, and investing the leadership development programs, organizations can manage power and politics to ensure that they benefit the organization as a whole.

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