



Work Pressure, Organizational Politics, and Employee Turnover: Evidence from Pakistan's Telecom Sector

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ABSTRACT

Non-financial fundamentals like administrative governments and work pressure take a big influence on employee income in a telecom business. The link among these variable quantity and revenue intentions between Pakistani works of Jazz, Ufone, Zong, and Telenor is examined. The study practices regression analysis as well as correlation more descriptive statistics to investigate the direction also strong point of relations using a quantifiable survey of 200 workers. The findings illustration that income intentions remain strong correlated through both structural politics and effort pressure. In this way to rise staff preservation, study trimmings with strategies for handling administrative politics and depressing stress points.

Keywords: Non-financial factors, Administrative politics, Work pressure, Employee turnover intentions, Telecommunication industry, Pakistan, Jazz, Ufone, Zong, Telenor, Regression analysis, Correlation analysis, Descriptive statistics, Employee retention strategies, Workplace stress.

INTRODUCTION

Background

A determined issue in the telecom industry is unnecessary employee income. In addition to pay displeasure, organizational government and work compression have been recognized as significant funders to turnover. According to Ferris et al. (2000), executive politics is the time used to designate employees' unsanctioned, normally clandestine efforts to obtain personal compensations that can lead to a toxic work situation. Conversely, work compression occurs when a worker's capacity is surpassed by job strains, resulting in pressure and discontent (Karasek, 1979).

Due to customer expectations, controlling necessities, and market opposition, telecom industries in Pakistan are under wonderful pressure. Employee income can be enhanced by intricate organizational subtleties and high-stress work conditions.

Problem Statement

Telecom companies in Pakistan expression important attrition charges because of non-financial contemplations, all the same the subdivision's development. Employee confidence, job contentment, and devotion are all strictly impacted by effort pressure and commercial politics, which ultimately affects facility delivery and administrative presentation.



Research Objectives

1. To investigate how employee turnover is affected by organizational politics.
2. To examine how work pressure affects inclinations to leave.
3. To suggest organizational tactics to lessen these difficulties.

Research Questions

1. In Pakistan's telecom industry, how do organizational politics affect employee turnover? How much does work pressure impact intentions to leave?
2. What measures can be taken to lessen turnover brought on by non-financial factors?

Importance of the Research

HR managers might gain important insights by comprehending non-financial factors that contribute to attrition. Retention, operational interruptions, and overall organizational effectiveness can all be improved by controlling organizational politics and employee work pressure.

LITERATURE REVIEW

Organizational Politics and Turnover

Within the organizational relationships, one may argue that of organizational politics and turnover intentions have been established (Ferris et al., 2000; Byrne, 2005). Employees encounter discontent at their places of work, and work more towards drawing that place of work; this may be caused by internal workplace rivalry; biased, prejudicial, and inequitable workplace decisions; workplace discrimination. There is a statement by Paré, Tremblay, and Lalonde (2007) that politics in an organization is a contributor to a low incur of trust and commitment, and therefore resulting to an increase in the intentions of turnover.

Work Pressure and Turnover

Occupational strain encourages withdrawal, burnout, and disengagement, in a totality of the job (Karasek, 1979; Lazarus & Folkman, 1984). Employees who are at a level of continuous stress at work are more likely to be unproductive, more than less likely to be disengaged from work, and more likely to leave employment. It is one of the conclusions that work-related stress is the most major predictor of turnover in the service sector that are within the claim of many researchers (Mulki et al, 2007; Chambers & Honeycutt, 2009).

Integrated Theoretical Perspective

- Job Demand-Resources Model (JD-R): According to Bakker and Demerouti (2007), high job demands (work pressure) in the absence of sufficient resources result in burnout and turnover.
- Social Exchange Theory: Workers who feel taken advantage of by organizational politics or undue pressure retaliate by quitting the company (Blau, 1964).

Research Gap



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The combined impact of job pressure and organizational politics on turnover in Pakistan's telecom sector has not received as much attention as salary-related attrition. By investigating these variables empirically, this work fills this gap.

Conceptual Framework.

1. Independent Factors: Organizational Politics and Workplace Pressure
2. Employee Turnover Intention is a Dependent Variable
3. Pressure at Work Intention of Employee Turnover Organizational Politics

Hypotheses

H0: Employee turnover is strongly correlated with work strain.

H1: Employee turnover is not substantially correlated with work pressure

H0: Employee turnover is strongly correlated with organizational politics.

H1: Employee turnover is not substantially correlated with organizational politics.

METHODOLOGY

Population: Jazz, Zong, Ufone, and Telenor employees; • **Design:** quantitative, cross-sectional study

Instrument: a structured questionnaire with Likert-scale items on job pressure, organizational politics, and plans to leave; sample size: 200 employees

Data analysis: Regression analysis, correlation, and descriptive statistics using SPSS 26

DATA ANALYSIS

Statistics that are descriptive

Organizational politics: 3.5/5, SD = 0.81 (moderate-high); • Work pressure: 3.8/5, SD = 0.72 (high stress); • Turnover intention: 4.0/5, SD = 0.69 (high intention)

Analysis of Correlation

There was a positive correlation between work pressure and turnover ($r = 0.64$, $p < 0.01$).

There was a positive correlation between organizational politics and turnover ($r = 0.59$, $p < 0.01$).

Analysis of Regression

Work pressure ($\beta = 0.42$, $p < 0.01$) and organizational politics ($\beta = 0.35$, $p < 0.01$) account for 48% of the variance in turnover, according to $R^2 = 0.48$.

Analysis of Demographics

Workers with fewer than five years of experience are more impacted; • Female employees report being more sensitive to organizational politics; • Younger employees (20–30) indicate higher levels of stress and intentions to leave;



FINDINGS

1. Employee turnover intentions are greatly increased by work pressure.
2. Turnover is strongly predicted by organizational politics.
3. When taken as a whole, these variables account for almost half of the variation in turnover in Pakistan's telecom industry.
4. Employees who are younger and have less experience are especially at risk.

RECOMMENDATIONS

1. Stress Management Programs: Install employee assistance programs and add mindfulness training and balance workload.
2. Political Awareness and Transparency: Employees must know about the organization's politics while keeping an equitable assignment and promotional duty practices.
3. Employee Engagement: Encourage and strengthen direct communication to mitigate maneuvering of politics and increase completion satisfaction.
4. Workload Optimization: Reduce job strain by setting appropriate goals and having flexible hours.
5. Mentorship Programs: Assist younger employees in managing stress & politics.

CONCLUSION

This research illustrates the great outcome of organizational government and job anxiety on worker income in the telecom business of Pakistan. Employee income becomes a delinquent of administrative effectiveness and sustainability in diplomatically driven as well as demanding environments. Younger workers in specific need intensive effective achievement on retention.

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