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ABSTRACTS

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Impact of Performance Appraisal Politics on Job Performance: Analyzing the Mediating Effect of Job Satisfaction and Turnover Intention

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Prior studies show that there are different motives of appraisers in modifying the ratings of performance. Most of the time the motives are political and they have an impact on job performance of employees. This study focuses on how performance appraisal politics impact job performance along with analyzing the mediating effect of job satisfaction and turnover intention by using the survey data. Quantitative research approach is employed using survey data from 150 diverse set of white-collar employees from different organizations of Pakistan. The results implicate that when there is rater's personal bias and manipulation while appraising, the performance of employees' results in job dissatisfaction, high intention to quit and low job performance.

Keywords: Performance appraisal politics, turnover intention, job satisfaction and job performance.