"MODERATION EFFECT OF ORGANISATIONAL POLITICS WITH REFERENCE TO PRIVATE ENGINEERING COLLEGE FACULTY"

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ABSTRACT

The teaching effectiveness of a faculty is assessed on various criteria such as professional competencies, student feedback, interpersonal relationships with students and peers, personality of the teacher and last but not least teaching capabilities. There are abundant studies on teaching effectiveness, organisational politics and employee engagement, however this research is the first of its kind to discuss about the relationship and its influence on teaching effectiveness. The researcher has collected the primary data source through structured questionnaire collected from 410 college teachers working in various private engineering colleges operating in Rayalaseema Region of Andhra Pradesh. Since the study is sought to understand the relationship and influence among the variables, the study adopts descriptive research design. The sample selected from the total population through convenience sampling method in selection of college teachers in collecting the primary data. The results revealed are as follows:

- *The study findings reveal that college teachers have mediocre perception levels towards organizational politics and employee engagement.*
- *The study finds significant association organisational politics, employee engagement and its influence on teaching effectiveness.*

- *In addition the study finds negative association of organizational politics and Teaching Effectiveness.*
- *However the study fails to prove significant moderation effect of organizational politics on the relationship between employee engagement and teaching effectiveness.*

Even though study fails to prove the moderation effect of organisational politics, it should be considered as critical variable in influencing teaching effectiveness. Consequently the study suggests management of private engineering colleges need to design appropriate policies and programmes to free the institutions from politics.

KEYWORDS: *Employee Engagement, Organisational Politics, Teaching Effectiveness, Private Engineering Colleges.*

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