

ABSTRACT

As a dimension of perceived organizational politics, this study sought to determine influence of supervisor political behavior on dimensions of equity in human resources practices and, the mediating role of proactive behavior on the relationship between supervisor political behavior and equity in human resource practices in Kenyan public sector. The study involved 384 respondents drawn from Kenya's public sector and, developed a model which was empirically tested. Primary data was collected using a questionnaire and was analyzed using multiple approaches involving; Exploratory Factor Analysis, Confirmatory Factor Analysis and, Structural Equation Modelling. It was found that supervisor political behavior was destructive to attainment of equity in human resource practices and all its dimensions namely, procedural justice, distributive justice and interactional justice. Based on these findings, the study recommended among others; team work, re-engineering of HR systems and procedures, adoption of high-performance work practices and recruitment of 'politically' low employees.