

**MICRO-POLITICS IN MANAGEMENT OF MULTI NATIONAL  
CORPORATIONS**

*(A case study in Car and General Ltd –Nairobi, Kenya)*

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## Abstract

This research project begins by making a brief overview about how influential noneconomic approaches in international management have addressed the issues of power, politics and conflict in MNCs. This study considered C&G (k) ltd for it is one of the leading MNCs in E.A. The research was guided by the following objectives to make it more exploitative: To find out the impact of host state government to management of Multi national corporations, To scrutinize the level of control by the regulatory agencies from the host countries and finally, the study tried to find out challenges facing managers in management of Multi national corporations. The study was conducted between September 2015 and November 2015. The literature review considers some of the shortcomings in the literature primarily from an organization-theoretical angle, but of course they cannot make up for the systematic neglect of these topics in existing international business research. We go on to indicate, however, where the contributing papers open up new ways of examining and researching micro-politics and conflicts in MNCs, both conceptually and empirically. Here we distinguish three conceptual frames of analyzing power, politics and conflicts in the MNC. Empirical and Theoretical literature was reviewed to intensively learn the studied area and topic. Questionnaires were used to help in getting the first hand findings and simple computer software, measures of central tendency were used to analyze and present the data. From the findings of the study, it can be concluded that management of MNCs is faced by varieties of challenges and micro-politics in the organization leads to managerial hards. It was found that inter politics are causing a wider spectrum of managerial difficulties. The study also concluded that unstable rate of foreign exchange is most challenging factor in management of MNCs. Other challenges includes, poor pay and remuneration, poor brand penetration, cultural differences and poor working environment. It was recommended that MNCs should define a good structure of communication and ensure proper management powers in each division. Every manager should have his/her powers and set codes be monitored to allow equitable management. This will control and avoid managerial conflict realized due to power delegations. This study is intended to make available institutional memory: not for the bookshelf, but as a tool for practical use in the field. This work will serve as a guide and a building block for governments, International Regulatory bodies, NGOs and other partners of interest to design and implement high-quality, feasible, sustainable and cost-effective approaches in shaping commerce in the world for effective competitive advantage