

ANALYSIS OF ATTITUDES AND BEHAVIOURS OF EMPLOYEES TOWARDS ORGANISATIONAL CHANGE

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ABSTRACT

This study focuses on employee workplace and demographic predictors to know the employee attitudes and behaviours regarding organisational change. Fifty six surveys out of hundred were returned from full time academics working in universities of Gujarat. The findings indicate significant relationships between readiness for change and workplace and demographic factors. First time supervisor and peer relations predictor has been examined to readiness for change. Results indicate positive and significant relationships between readiness for change and supervisor and peer relations. However, from demographic characteristics only two i.e. number of dependents and younger employees have positive and significant relationships to readiness for change. This study contribute in the literature on change management particularly for developing countries i.e. Gujarat and assist the management and practitioners of human resources management (HRM), organisational development (OD) and change agents in assessing, designing and evaluating new or existing programs for organisational change.

Keywords: Attitudes, Organisation, Employees, Behaviour