

A Study on Readiness for Change in the Organisations

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ABSTRACT

The complexity and dynamic nature of the environment has placed greater demands on the organisations to be flexible, responsive and efficient. Around the world, organisations face the inevitable prospect of change. The study of organisational change is important because global and societal change in both pervasive and persistent. The winds of change that have swept organisations across the world reached the Indian subcontinent in 1991. Prior to 1991, the idea of Indian organisations becoming world class producers would have evoked cynicism and derision. But, very few Indian organisations are moving in this direction systematically managing the critical factors that determine success in the new global competitive environment. The present study is undertaken to know the level of readiness for change in IT organisations. Also to know the factors influencing readiness for change and the role of top management in organisational readiness for change. The study is going to utilise both primary and secondary sources of data. The study is covering employees of IT organisations in India.

KEYWORDS: Organisational change, Readiness, Resistance, Management, Cynicism, Derision.

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