

# **CAUSES OF EMPLOYEES RESISTANCE TOWARDS ORAGANIZATIONAL CHANGE AT K.ELECTRICS**

**By**

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## MBA Thesis

### 2<sup>nd</sup> Half-semester Progress Report & Thesis Approval

#### Supervisor-Student Meeting Record

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#### APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at -----9%----- that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: \_\_\_\_\_ Date: 30/06/15

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## ABSTRACT

**Purpose:** Our purpose was to understand the role of resistance in the process of change management. The issue that was concerned in this thesis was to find an optimum way of managing resistance which takes all the aspects of resistance into consideration and the factors that causes the employees to resist the organizational change.

**Methodology/Sample:** The research was conducted by asking close ended questions from 10 managers and 50 employees at K.electrics. Therefore, the Pearson correlation was used in order to find out relation between two variables including dependant and independent variable. The research is partial qualitative and quantitative.

**Findings:** The analysis of research showed that level of resistance was high among the lower level employees supervisor and below where as on the other hand the there was no significant impact of resistance for managers.

**Practical Implications:** The implication of the research was to determine the employee's resistance and also the factors that influence the employees to resist change in the organization.

**Key words:** Resistance to change, Organizational change, Re-structuring, Re-engineering and Downsizing.

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