

A Study of the Relationship for Perception of Organizational Change, Uncertainty and Organizational Commitment - The Mult

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ABSTRACT

This study will research the relationship among perception of organizational change, uncertainty and organizational commitment. The research subjects are employees of four Multinational banks; out of 500 questionnaires sent, 415 questionnaires returned, the valid questionnaires returned is 368. SPSS 15.0 statistical software was used to process the data acquired. This research uses hierarchical regression analysis and statistical tools to analyse the relationships involved. The major results of the research are summarized as follows: 1. The frequency of change has a positive effect on uncertainty. 2. The impact of change has a positive effect on uncertainty. 3. Change the planning have a negative effect on uncertainty. 4. Uncertainty have a negative effect on the affective commitment . 5. Uncertainty have a positive effect on the continuing commitment . 6. Uncertainty have a negative effect on the normative commitment . Therefore, the main suggestions of this study are as below: First, managers should make an integrated project before implementation of the change, which will be helpful to change. Second, when employees have a positive behavior toward change and the significant degree on organizations commitment will do work to implement change.

Keywords : organizational change ; uncertainty ;organizational commitment

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