

Employees' Perception Towards Organisational Change

A Case Study Of College Of African Management, Mweka, Kilimanjaro Tanzania

By

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The study aimed at examining employees' perceptions towards organisational changes and specifically analysed the factors that determine organisational change, determine perceived organisational changes and constraints organisational change. The study adopted case study research design. A total of 73 respondents were approached, including academia and administrative staff. Descriptive statistics and factor analysis were applied for data analysis. The factors that determine organisational change from the factor analysis include; Employee involvement, human resource development, benefits of change, responsible employees, and internal support. Employees had different perceptions regarding organisational change, including some of them regarded it as preceding at moderate speed, others regarded it as a very necessary component of the organisation development. In terms of employee involvement in the organisational change, some of them regarded it involves the employees fully while others perceived it less participatory process. However, some of the employees regarded it as the change that fit well with the overall organisation culture. There are a number of challenges which have been revealed to encounter the organisational change process. These challenges include; employees' resistance, financial constraints, fear of unknown, and poor communication, organisational standard, legal issues and organisational structure. Based on the findings the study concludes that change in an organisation is inevitable and sometimes it needs to take a gradual move to involve all the members within the organisation. The study recommends the need for education and awareness to employees on the organisational change process, the driving factors and their involvement in the change process. By providing the required education to the employees they will be able to understand and participate effectively. From this study it was found the employees had a positive favourable perception in the aspect of organisational change.