

ORGANIZATIONAL CHANGE AND EMPLOYEE CYNICISM AS A PILLAR FOR RESISTANCE TO CHANGE

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Abstract

Relevant literature in the field of organizational change strongly suggests that attitudes of the employees toward organizational change have direct impact on the success or failure of the change efforts. These effects and outcomes can be seen in different forms. In some cases, positive attitudes of the employees may enhance the change efforts while in other cases negative attitudes may hinder the change process and cause failures in the change initiatives. Consequently, finished research paper is aimed to shed light on the complex relations between employee attitudes toward organizational change and employee cynicism from a non-western standpoint. As hypotheses, we claim that there is a strong correlation between change-specific cynicism and employees' beliefs, thoughts and attitudes toward change.

Based upon the relevant literature view and research hypotheses, we aim to survey employees (with non-managerial positions) of various leading SMEs operating as a supplier for leading domestic appliances companies in Eskişehir.

Keywords: Organizational change, employee cynicism, change-specific cynicism, resistance to change

Topic Group: Change management and organizational development