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# **THE INFLUENCE OF INDIVIDUAL, CONTEXTUAL AND PROCESS FACTORS TOWARDS READINESS TO CHANGE AMONG EMPLOYEES AT ONE OF STATE GOVERNMENT LINKED COMPANIES OF MALAYSIA**

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## **LET'S GET TO KNOW**

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### **ABOUT**

The purpose of the study was to examine the factors that influence readiness to change among employees at one of state government linked companies in Malaysia. There were four factors that were covered in this study, i.e., individual factor (core self-evaluation), contextual factor (cohesion), and two process factors (participation in decision making, and quality of change communication).

### **DESIGN/METHODOLOGY/ APPROACH**

This research applied a quantitative method whereby data were gathered using standardized survey questionnaires that later analysed using Statistical Software Package for Social Science (SPSS) software version 23. A census sampling technique was utilized and a total of 184 respondents in one of the State Government Linked Companies in Malaysia who had to go through multiple change program in overcoming challenges of technology and resources.

### **FINDINGS/EXPECTED FINDINGS**

The findings revealed that the factors that significantly influence readiness to change among employees were core self-evaluation (positive), followed by core self-evaluation (negative), and lastly participation in decision making.

### **ORIGINALITY/VALUE/ CONTRIBUTION**

The management is recommended to plan any change activities by implementing appropriate actions through the focus of those readiness factors. Future research is to be carried out by considering other factors in various industries.

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