A STUDY ON EMPLOYEE ATTITUDES TOWARDS ORGANIZATIONAL CHANGE

AT UITM JENGKA PAHANG

MUHAMMAD HANIFF BIN ISMAIL

BACHELOR OF OFFICE SYSTEMS MANAGEMENT (HONS)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (UiTM)

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CHAPTER 1

INTRODUCTION

1.1 Background of Study

Objectives and aims in the organization make employee and chattels begin their activity in order to fulfill all in the organizational, as obligatory for a talented individual sufficient effort should go into one's work. In the last decade, numerous tools and technique have been exploited to fast up and empower the process (Chan and Spedding, 2003; MacIntosh, 2003). Knowledge on the progress of the organizational structure in Spanish language is called scarce (Galan et al., 2005). It is for a better change, affecting the most fundamental parts of an organization, in this case organization strategy about authority, control, motivation, and effectiveness are embedded in the assumptions of people. Furthermore, as efficient study of the new forms identified as the "distinctive attributes" make organization or the change from older organizational forms to new ways of organizing that in the international field provides phase of development in term of accumulated knowledge (Palmer et al., 2007; Pettigrew and Fenton, 2000; Pettigrew et al., 2003). The modest success changes can bring a meaningful towards the organization. Changes in organizations will take employee to a better assistances from terms of the surrounding, the upgrade in technologies, and also the culture and environment of working in the organizations. For top management, in order to be a effective, should motivate the employee by teach them such as team user, control and also movement that happen in organization (Crowe et al., 2002). This is accomplished through the establishment of a learning organization that is capable of continuous self-diagnosis and change.