

UNIVERSITI TEKNOLOGI MARA (UTM)
FACULTY OF ADMINISTRATIVE SCIENCE & POLICY STUDIES

GOVERNMENT CENTRIC: A RELATIONSHIP BETWEEN
ORGANIZATIONAL RIGIDITY AND READINESS TO CHANGE

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Abstract

Transformation policies introduced by the Prime Minister have brought several major changes to the public sector. Organizational rigidity in the public sector is undeniable but somehow what is important is that the changes need to be fully adapted in the respective organization. It is possible only when the human resources are ready and are willing to participate in the change effort. This paper provides empirical evidence on the possibility of organizational rigidity in determining the employees' readiness to change in the public sector. The study conducted was also meant to see the level of organizational rigidity or in other words, government-centric and the level of readiness to change which was particularly focusing on the public sector. 151 public servants from five different fields and departments in the public sector participated in this cross-sectional survey. Data from a self-administrated questionnaires were analyzed to measure organizational rigidity or government-centric as well as their readiness to change in the organization. The results indicated that the relationship between both readiness to change and organizational rigidity in the selected public departments was high. Even though the level of rigidity in the public sector was high, yet it did not affect their level of readiness towards change.

Keywords: Organizational Rigidity, Readiness to Change, Government-centric, Change, Public sector, Transformation

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