



***FACTORS INFLUENCING RESISTANCE TO CHANGE AMONG PUBLIC
SERVANTS OF PEJABAT TANAH DAN GALIAN MELAKA***

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ABSTRACT

Change always occurs in any organization and the most challenging matter in organization. The purpose of this study is to investigate the factors and intention that influenced resistance to change among public servants in Pejabat Tanah dan Galian Melaka. There are three (3) hypothesis has been developed to determine whether the relationship between attitude toward change, dispositional toward change and anticipated impact of change influencing resistance to change. The respondents are selected from Pejabat Tanah dan Galian Melaka. The data collected by distributing 121 questionnaires and only 75 are returned. There is 6 questionnaires rejected means that only 69 questionnaires are valid. To analyze the data, descriptive, correlation and regression analysis were used. There is only negligible relationship between attitude towards change and dispositional towards change while the other independent variables are related to each other. For the first is there negligible relationship between attitude towards change and dispositional towards change. Second is there is low and positive correlation between attitude towards change and anticipated impact of change. The third is there is moderate and positive correlation between dispositional towards change and anticipated impact of change. Based on the result of multiples regression analysis in this study, it is found that only 28% of the independent variables which is attitude towards change, dispositional of change and anticipated impact of change influenced on the dependent variable. Whereas the other 72% is influenced by other factors. In conclusion, there is only dispositional towards change influencing the public servants of Pejabat Tanah dan Galian Melaka on resistance to change.

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