



**THE RELATIONSHIP BETWEEN JOB PERCEPTIONS, COMMUNICATION QUALITY  
AND EMPLOYEE-MANAGEMENT RELATIONSHIP TOWARD RESISTANCE TO  
CHANGE IN PERTUBUHAN PELADANG KAWASAN IN NEGERI JOHOR**

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## **ABSTRACT**

Every day, new technologies and trends open new opportunities to succeed or to fail. Although the unknown possibilities that come with change can be frightening, surviving in this environment means learning to quickly adapt to and embrace change, rather than meeting it with resistance. It is often taken for granted that organisations, large or small, need to change in order to stay competitive. There is no choice, they must change to survive. When dealing with this much change though, we are bound to run into barriers of resistance. The purpose of this research is to identify the relationship between job perceptions, communication quality and employee-management towards resistance to change in selected Pertubuhan Peladang Kawasan in Johor. This research is a quantitative research which is used questionnaires that distributed to all respondents which is the employees at the selected Pertubuhan Pertubuhan Peladang Kawasan in Johor. The questionnaire were being distributed to 56 respondents randomly at three selected Pertubuhan Peladang Kawasan in Johor which is PPK Pengerang, PPK Mawai Kota Tinggi and PPK Johor Timur and completely response from the respondents and returned to the researcher. The collected data was evaluated by using Statistical Package for the Social Science (SPSS) Version 20 Software. Using SPSS, various test were assemble such as reliability analysis, frequency distribution analysis, descriptive analysis, Pearson's correlation analysis and multiple regression. The results indicated that job perception are not related to resistance while the two variables which is communication quality and employee-management relationship are related to resistance to change.

**Keywords:** *Resistance to Change, Job Perception, Communication Quality, Employee-Management Relationship*

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