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# *Employee Resistance Towards Organizational Change*





# Introduction

It is almost guaranteed for organizations to undergo change due to organizational need of change for growth and development, however change brings about tension from employees.

The focus of this case solution available at [thecasesolutions.com](http://thecasesolutions.com) will be specifying the root causes of the passive behavior



# *Employee Resistance*

**Resistance occurs when the employee's feel threatened in anyway be it their comfort, position, or even existence in that organization. Common causes include**





# Engagement

Employees can be turned into proponents of change rather than become its opponents. Encouraging the employees in the decision making process, offering training that helps with changes and supply them what they need to succeed makes the employees more valuable.





# Conclusion

The paper has clearly shown that resistance to change originates from the employees and poses a threat to change initiatives in an organization. Through fusing trust, improving communication, and engaging employees, organisations can develop the right plugs that are affirmative to change.





# Resource

**This case is just a sample partail case solution. Please place the order on the website to order your own orignally done case solution.**

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