A STUDY ON IMPACT OF ORGANIZATIONAL CHANGES TOWARDS EMLOYEES COMMITMENT AT INDO-MIM PRIVATE LIMITED, DODDABALLAPUR

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ABSTRACT:

The study examines the impact of organizational changes on employee commitment at INDO- MIM Private Limited in Doddaballapur. It uses qualitative and quantitative methods to analyze data from interviews, polls, and company files. The findings aim to understand how changes, such as architectural reorganizations and strategy realignments, affect employees' loyalty and enthusiasm towards the company. The findings could help leaders and practitioners manage change and maintain employee commitment in fast-paced work situations.

KEYWARDS: Organizational changes, employee commitment, leadership transitions, communication effectiveness, and employee involvement are crucial factors in the manufacturing industry.

INTRODUCTION:

In a mixture of fields, such as academics, engineering, and marketing, developing and completing projects is crucial to corporate growth and development. Introductions may give readers important context and background information for long, intricate projects. If your line of work involves completing research projects or submitting bids, being aware of the best practices for project introductions will help you produce compelling writing that will speak well of you or your company. We go through what a project introduction is and how to compose one in this post.

A project summary is a sentence or many paragraphs that explain the topic of the project. It should provide important project information that enables the reader to comprehend the project's goals and parameters.

ORGANIZATIONAL CHANGE:

Organizational change states to the approach to modifying operational techniques, organizational processes, structures, strategies, technologies, and culture, and understanding the effect of these changes on the business. Such changes can be caused by internal factors within the orgn. or external pressures from the environment.

LITRETURE REVIEWS:

1.   Topic : A study on impact of organizational changes towards employees commitmentAuthor :

Sukhi Aujla and Carolan Mclarney(2020)

Organizational change, both internal and external, is crucial for managers to manage and ensureemployee commitment. This involves fostering a positive relationship with the organization, department, or manager. Meyer and Allen (1990) and Meyer and Herscovitch (2001) highlight that commitment can also extend to change itself and company leadership.

2.   Topic : The effects of organizational changes on employee commitment: A multilevel investigation

Author : Donald B fedor(March 2006)

The study examine the impact of organizational changes on individuals' commitment to specific and broader changes in 32 public and private organizations. Results showed a 3 -way interaction between change favorableness, work unit change extent, and job impact. The fairness of the change process influenced organizational commitment.

3.   Topic : A STUDY ON IMPACT ON EMPLOYEE COMMITMENT TOWARDS ORGANIZATION GROWTH IN TEXTILE INDUSTRY

Author : Dr. NITHYA, and Manoj Samson(May 2021)

Employee Commitment the relationship between employees and their organization. It is a robust commitment to the organization's goals and objectives, which enhances employee engagement at work. To keep the employee commitment levels high, the organization needs to become the employee motivated at work. To improve employee commitment, various organizations are doing less to improve it.

4.   Topic : Management of Employees' Commitment in the Process of OrganizationTransformation

Author : Stanislaw Brzezinski(2015)

The article argues that the management of employees commitment is essential for organization transformation and is affected by effective communication and tools. It presents theoretical considerations on building

employees commitment and management, and based on analysis of documentation and observation, the ways to build employees commitment in the process of transformation of a cross-border organization are identified.

5.   Topic : The Effects of Organizational Communication, Leadership, and EmployeeCommitment in the Hospitality Sector.

Author: Manuel Alberto(2022)

This study analyzed the interrelationships between organizational communication, leadership, in terms of organizational change. A structural model was developed to delineate the interactions between the constructs and explore the mediating effects of leadership and employees' commitment on the connection between communication and organizational change. Findings showed that communication positively affected leadership and correlated favorably with organizational change.

OBJECTIVES OF THE STUDY:

- To understand the impact of organizational change towards employees commitment.
- To analyze factors influencing on organizational change towards employees commitment.
- To asses organizational transformation in relation to employee commitment.
- To provide effective organizational change management techniques that encourageemployees commitment.

RESEARCH METHODOLOGY:

Meaning of Research:

Research is a systematic investigation aimed at acquiring new knowledge, insights, or kind of a topic or problem. It involves collecting, analyzing, and interpreting data using well-defined methodologies and tools. Researchers follow a structured approach to explore, verify, or challenge existing theories, hypotheses, or concepts. Research is guided by objectivity, ensuring findings are based on empirical evidence and free from personal bias. It deepens our understanding, discovers solutions to complex problems, and fosters progress and innovation, making it a crucial catalyst for expansion and development.

RESEARCH GAP:

This research says the connection between organizational changes and employee commitment, focusing on factors influencing commitment during periods of change. Organizational changes, such as restructuring, mergers, leadership transitions, and technological advancements, have significant consequences on employee commitment. The study aims to address the accessible literature gap and donate to the understanding of

employee commitment during these change

ANALYSIS:

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.102[a]	4	.088
Likelihood Ratio	8.338	4	.080
Linear-by-Linear Association	2.314	1	.128
N of Valid Cases	166		

Symmetric Measures			
		Value	ApproximateSignificance
Nominal by Nominal	Phi	.221	.088
	Cramer's V	.221	.088
N of Valid Cases		166	

a. 0 cells (.0%) have expected count less than 5. The minimum expectedcount is 6.42.

Interpretation

The Pearson Chi-Square Further testing of the Likelihood Ratio showed that there was no statistically significant link between the variables in the 166 valid instances studied by the chi- square tests. Additionally, no significant correlation was found using the Linear-by-Linear correlation test. The chi-square analysis was valid because the minimum predicted count was

6.42. Overall, there is little proof that the variables in the sample are significantly correlated

4.7 ANOVAª

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3.999	8	.500	2.093	.039ᵇ
	Residual	37.495	157	.239		
	Total	41.494	165			

Interpretation:

The given table shows the results of an ANOVA (Analysis of Variance) test, where the regression model accounts for a significant portion of the total variation (F=2.093, p=0.039), suggesting that the independent variables collectively have a notable effect on the dependent variable.

		Correlations			
		1. To what extent do youfeel satisfied with the way organizational changes are being communicatedto you?	15. How muchdo you feel valued and recognized during the organizational change process	24. How well do you feel the organization managed the impact of the transformationon employees	36. How much do you believe that the company's change initiatives are transparent and clearly communicated to employees?
1. To what extent do you feel satisfied with the way organizational changes arebeing communicated to you?	Pearson Correlation	1	.071	.031	.091
	Sig. (2-tailed)		.360	.690	.246
	N	166	166	166	166
15. How much do you feel valued and	Pearson Correlation	.071	1	.034	.065

recognized during the organizational change process	Sig. (2-tailed)	.360		.666	.403
	N	166	166	166	166
24. How well do you feel the organization managed the impact of the transformation on employees	Pearson Correlation	.031	.034	1	.135
	Sig. (2-tailed)	.690	.666		.083
	N	166	166	166	166
36. How much do you believe that the company's change initiatives are transparent and clearly communicated to employees?	Pearson Correlation	.091	.065	.135	1
	Sig. (2-tailed)	.246	.403	.083	
	N	166	166	166	166

Interpretation

The correlation between satisfaction with the way organizational changes are communicated and how employees believe the organization has handled the impact of the transformation is also progressive but very weak (r = 0. 3. The relationship between feeling satisfied with the media and trust that the company`s change initiatives are transparent and clearly communicated to employees is positive but still weak (r = 0. 5. The correlation between feeling appreciated and recognized during organizational change and trusting that company change initiatives are transparent and clearly communicated to employees is very low (r = 0).

FINDINGS AND SUGGESTIONS:

• Communication Satisfaction: A sizable majority of workers (60.2%) expressed unhappiness (strong dissatisfaction or dissatisfaction) with the style in which they are conversant about organizational changes.

• Understanding of Changes: Almost 70% of respondents said they had a neutral understanding of

the changes it was created to the organization, while 9.6% said they hada poor comprehension.

- Sense of Value: During organizational changes, 36.1% of employees reported feeling somewhat valued, while 5.4% reported feeling absolutely unvalued.

- Confidence in Adaptability: More than a third of respondents (35.5%) expressed a lack of surenessin their capacity to adjust to the changes, while 27.1% expressed a tad bit ofassurance.

- Support from Supervisors: 68.7% of workers reported receiving supportive supervision.

SUGGETIONS:

- Enhance Communication: Improve communication channels and ways to guarantee staffare well-informed about organizational changes.

- • Regular updates, public forums, and town hall meetings can be beneficial.

- Increase Understanding: Provide clear and comprehensive explanations of changes toensure employees get more comprehension of the transformation process.

- Foster a Sense of Value: Recognize and appreciate employees' contributions during timesof change to make them feel valued and motivated.

- Offer Support and Training: Provide training and resources to help employees adapt to changes and build their confidence in handling new responsibilities.

- Build Confidence: Conduct workshops and training sessions to boost employees'confidence in their ability to adapt and excel in the changed environment.

CONCLUSION:

The study looked into the important connection with organizational changes and employee commitment. According to the research, such adjustments have a complex impact on employees' levels of commitment. While some employees may see these changes as possibilities for advancement and growth, others may see them as disruptions that lead to reduced commitment. Transparency and communication were regarded as significant mitigating variables in preserving or improving employee loyalty during changeover stages. Organizations must acknowledge that successful organizational change implementation needs not only planning for strategy but also a thorough understanding of employees' views and concerns. Creating a supportive environment during the procedure of change can have a favorable impact on commitment among staff members, ultimately contributing to organizational success.

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