

Abstract

This study emphasizes the importance of the human factor in the organizational change process by identifying employees' attitudes towards organizational change in NGO sector and the factors affecting those attitudes. The Employee Attitude model modified by the researcher includes six organizational related factors (receptivity to change, readiness for change, trust in management, commitment to organization, communication of change and training for change) and three employee related internal factors (personal beliefs, feeling component and action component) to explain the employees attitudes towards organizational change. An employee attitude survey was administered among employees of NGOs in Eastern province of Sri Lanka to test this model and the results of the gathered data validated this model. The correlation and regression analysis indicates that there is a strong relationship and significant influences between employee attitude towards organizational change and organizational related factors and employee related internal factors and the research model can be considered fit.

Keywords: Organizational change, employee attitude, NGOs, change factors.