

# **IMPACT OF CHANGE MANAGEMENT ON EMPLOYEE PERFORMANCE**

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## ABSTRACT

Change has become a constant phenomenon which must be managed properly for an organization to survive. Knowledge and awareness about many of the critical issues involved in the management of such change is often lacking. The changes must inevitably improve employees performance, however in order to achieve high performance through employees, the organization must consider them as assets and must treat them with attention so that they become productive.

This exploratory study begins to fill the empirical gap by examining the current trend of change management influence on employee performance through 150 employees in selected Divisional Secretariat in Kaluwanchikady.

The important exploration of this study analyses the impact of change management on employee performance. The data were collected through the questionnaire with random sampling method and collected data were analyzed and evaluated by univariate, bivariate and ANOVA techniques for this study. However the mainly this study to identify that divisional secretariat change management and employee performance Levels and secondly identified change management positively influence on employee performance.

The study considers as change management independent variable with three appropriate dimension and employee performance as dependent variable with fourteen appropriate dimensions. Overall view the change management strongly positive influence the employee performance. And found the relationship between change management and employee performance. Eventually this report recommends some action for improving role of change management in influence the employee performance.

**Key words:** Employees Performance, Change Management, Divisional Secretariat.

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