

**A COMPARATIVE STUDY ON FACTORS INFLUENCING ON
EMPLOYEE READINESS FOR ORGANIZATIONAL CHANGE
IN PRIVATE AND PUBLIC SECTOR
SPECIAL REFERENCE TO THELDENIYA BASE HOSPITAL
AND LAKESIDE HOSPITAL**

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ABSTRACT

Change is essential for survival in today's economy. In fact, in today's global environment, no organization can survive without change. Managing change effectively is a main challenge in the change management domain because of massive human involvement. Thus, leaders and change agents are eager to know how to encourage and effectively prepare employees for change situation. This study investigates the relationships between Factors Influence on Employee Readiness for Organizational Change in Pvt. and Public Sector focusing on variables organizational commitment, supervisor support and social relationship at the workplace. The variable Organizational Commitment includes organizational identification, organizational loyalty and organizational involvement. Supervisor support refers affect, loyalty, professional respect and contribution. The dependent variables of this study (Employee Readiness for Organizational Change) was measured under five dimensions which were appropriateness, self-efficacy, personal valence, discrepancy and principle support.

The data was collected by census survey method from nurses, office employees, pharmacists and technicians of Theldeniya Base Hospital and Lakeside Hospital, Kandy by using a survey questionnaire. Respondent rate was 92%. The questionnaire was included six personal information and forty nine items to get the results for the research information. Statistical tests included correlation and regression analysis to test the hypotheses and assess the strength of relationships among variables.

Significant and high positive correlations were found between employee readiness for organizational change and organizational commitment and supervisor support in Theldeniya hospital. Significant and moderate positive correlations were found between employee readiness for organizational change and organizational commitment and supervisor support in Lakeside hospital. There was a slight positive relationship between Social relationship at the work place and employee readiness for organizational change in Lakeside hospital.

(Keywords: Employee Readiness for Organizational Change, Organizational Commitment, Supervisor Support, Social Relationship)

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