

## عنوان مقاله:

The relationship between power resources and the procedures of overcoming employees' resistance against organizational changes among managers of the university of Semnan as well as medical university of Semnan

## محل انتشار:

دومین کنفرانس بین المللی مدیریت، کارآفرینی و توسعه اقتصادی (سال: 1392)

تعداد صفحات اصل مقاله: 6

## نویسندگان:

Seyed Hasan Kia - *Young researchers and elite club semnan branch , Islamic azad university , Semnan , Iran*

abolfazl danaei - *Department of Management, Semnan branch, Islamic Azad university, Semnan, Iran*

Yadollah Hemmati - *Department of Management, Semnan branch, Islamic Azad university, Semnan, Iran*

## خلاصه مقاله:

The purpose of this study was to examine the relation between understanding the and the procedures of overcoming employers' resistance against organizational changes among managers of the university of Semnan as well as medical university of Semnan in 2012-2013 academic year. The questions were composed and analyzed taking various power resources and approaches of managers in overcoming employers' resistance against organizational changes into consideration and also with regard to demographic features of statistical data (age, history of employment, academic degree, sex, place of occupation, and post). The procedure used was descriptive and samples consisted of all the managers of the university of Semnan as well as medical university of Semnan in 2012-2013 academic years using random sampling by which 108 managers were selected. The instrument used to collect data was a number of questionnaires designed by the researcher consisting of 30 questions related to power resources of managers and 28 questions covering procedures of overcoming employers' resistance against changes according to Likert scale and classification. Stabilization coefficient was obtained by means of alpha formula of Cronbach (0.86) in the two questionnaires. The analysis of data was performed in descriptive (frequency, percent, mean, and deviation) as well as inferential (analysis of multi-variable variance, and regression coefficient) statistics. The results of the study showed that there were no significant differences between the legal power of managers and the procedures used to overcome the resistance of employers against organizational changes. The power of premium had positive and significant relation to cooperation factors and facilities. There was a negative and significant relationship between obligatory power and cooperation procedure. There was a positive and significant relationship between referential power and cooperation procedure.

## کلمات کلیدی:

Manager's Sources of Power, Organizational Change, Resistance to Organizational Change

## لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/286768>



