

Managing the resistance of employees essay



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There are many reasons that make employees resist to change. They are not communicated the reasons for change. They think that change won't give them any personal advantage, rather they think that their previous power will decrease. So it is the duty of the management to establish strategies to take the employees along with them. The employees are needed to communicate the benefits of change, and tell them the personal advantage and improvement they are going to get from it. Special rewards are also needed to given to the employees in order to attract them to the change.

Role of Stakeholders: The commitment of senior management is very important in order to make change successful. The top management has to show the employees a clear picture and communicate them of what is required. The involvement of top management makes employees more sensitive, and get motivated. However, there different types of stakeholders, each having its own role and responsibilities. The one with the highest authorities are the Sponsor(s), who not only initiate the change, but also provide financial and other useful resources that are needed. The sponsor may be CEO of the firm.

Then comes the Steering committee. They consist of functional heads and other executives, who role is to take the actions and make the decision regarding the change. Then comes the Change manager. The change is dedicated person, who heads the daily operations and supervises the activities of the employees. He is directly involved with the people and has to effectively communicate the change. **Role of Human Resource:** Although all the above mentioned stakeholders play an important role in managing the

change, however the HR people are the main players those need to work with the work force and help them adapting to the change.

They organize special training programs, in which employees are taught of new working environment. Special HR teams are made that communicate and collaborate the need of change. The people need to explain the need of change to the people and provide them all the necessary support and skills required for changing. The people, those who initially resist, are given more care and are convinced to adapt to change by encouraging them.

The HR department creates a bridge between the top management and the employees, and communicates the change. Especially in case mergers, they need to solve the legislative issues and need to integrate the culture between the merged firms. They design strategies to build understanding between the organizational cultures of the firms. References: • Mike Bourne, Pippa Bourne (2007) Change Management in a week.

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