

Homework

[Business](#), [Management](#)



Types of resistance to change One of the resistances to change in the organization is that the vision of the proposed change is not compatible with the predominant visions of all employees. Visions of the existing employees revolve around the need for jobs that satisfy their needs. In this case, the employees presume that the introduction of computers is not in line with their career visions. When introducing a particular change in an organization, employees always fear losing control of their jobs or responsibilities.

Therefore, loss of control is another source of resistance to change the Martin will have to deal with. The employees think that they will have lesser control over their functions and that the new way of doing things is posed to lessen their influence on strategic operations of the organization. Finally, and obvious resistance to change is the lack of skills especially in computer technology. Most employees are wondering how they will cope with information systems that they barely understand.

How to overcome resistance

The first step in dealing with resistance to change is awareness creation among all employees. Awareness creation should take place early enough so that the employees can understand the urgency and need for the proposed change. After creating awareness, it is imperative to train employees in the necessary skills for handling computer programs. In this case, Martin should develop training programs that focus on fully equipping employees with the computer skills. Another way of dealing with resistance to change is diversifying job functions since computers will render some staff jobless. There should be initiative to encourage task diversification so that employees can handle more than one function within the organization.