

# Resistance of change research paper example

[Law](#), [Security](#)



## **DQ week four one**

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### **Introduction**

At the work place, behaviour is inclined towards resisting any form of change within the organization. This behaviour is a result of several reasons. The resistance of change is done in various ways expressed through the behaviour at work.

At the work place, behaviour is adjusted to be in sync with the working conditions. People get used to a certain routine within the organization. There is comfort of employees when they operate within the conditions they know. Resistance of change is done because of reasons such as; The fear of uncertainty. Employees do not like working in an environment where they are tasked to deal with new terms and conditions of working. Change brings about uncertainty of whether they will survive the new conditions or not. Resistance can stem from fear of losing control within the organization for those who have control. Change of organizational culture at work is also a cause of resistance. Change brings about competence concerns hence people resist it to secure their jobs.

### **How to resist change**

Change can be resisted in various ways if one believes it is important and necessary. One can reject to implement the new rules in order to keep the old order in force. Employees can also go on a strike or go slow show

solidarity against the changes being made. Resistance can also be in the form of lobbying against the changes to keep old order in force.

## **Conclusion**

Therefore, there are several reasons as to why people resist change. They want to maintain the old order to secure their jobs, reduce uncertainty and avoid new strict rules. Resistance can be shown by strikes, go slows or lobbying.

## **References**

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- Yukl, G. (2010). *Leadership in organizations* (7th ed. ed.). Upper Saddle River, NJ: Pearson/Prentice Hall.