

Resistance to change

Business



This paper offers a discussion on the reasons why change within organizations is resisted and a remedy on how the challenge can be overcome based on Lewin's theory of change. Change is inevitable in any setup within organizations.

This is necessitated by various factors in the business environment. In order for an organization to effectively compete with rivals in the market and remain relevant, change must be embraced whenever it is deemed appropriate. This can be in terms of changes in roles, finances accruing to a firm, new laws being introduced to regulate some sector or introduction of new and improved approaches to operations. There are a number of reasons that may lead to resistance to change by employees or organization managements. Inadequate communication can be a cause. Where any changes to be introduced are inappropriately communicated the lower cadre of staff might misunderstand facts and thereby misrepresent them.

Fears and tension would arise based on wrongful rumors that could be circulating within the organization. This has the effect of causing resistance to the changes being made since the employees are misinformed. The amount of funds required to finance change can be an obstacle. Where huge sums are needed, which the organization may not afford to part with to effect changes then it would obviously be resisted. Therefore, this could entail the acquisition of new equipment and machinery that are costly. The management would thereby tend to resist any change that demands much money to finance it.

Lewin's theory of change explains how change should be handled for it to be effective with minimum interruptions or resistance (Palmer et al., 2006). He observes that change is a whole process. It begins by identifying the areas that need to be changed. Once this is determined, correct communication and training of the staff should be done.

Support mechanism for change should also be established. After this, the changes should be allowed to settle by assisting everyone to appreciate and work within the new system. Where this is done, Lewin recalls that change would be successful.