

Impact of Change Management in Engineering Organization



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Certificate of Originality

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Abstract

Opportunities exist in every growing industry. In order to survive in the developing industry, change management is important for organizational learning. It adds skills and knowledge and meet organizational objective efficiently and effectively. The purpose of this study was to explore the effect of change in an organization on professional engineers and managers. The study used descriptive study to test the Organizational Change Questionnaire that includes Climate of Change, Processes, and Readiness; OCQ–C, P, R) by using the 300 employee's data of telecom sector. This Questionnaire covers the complete mix of change. It is based on three dimension of change management: climate of change, Process of change, Readiness of Change. The data obtained through questionnaire was analysed and validated in SPSS. Relationship was confirmed by performing the reliability, correlation and regression analysis. These test confirms the positive relationship of change readiness on process of change and climate change. This study implement on telecom industry covering both public and private sector

Keywords: Change Management, Telecom Sector, QCP Model, Change Readiness, Climate of Change, Process of Change

Dedication

To Allah, the Almighty,
Our Parents & Families for their unfaltering support
&
To our Teachers
Without whom, the completion of this project would not have been possible.

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