ABSTRACT

This study investigates the influence of ownership structures on predictors of employees' commitment to change, including such factors as transformational leadership, organization culture and change management. The study highlighted the evidence of transformational leadership in multinational corporations (MNCs), and change management and higher level of commitment to change in private company limited. In terms of the predictive ability of the three hypothesized variables, the study found that organization culture and change management significantly predicted employees' commitment to change among participating Thai organizations, and discussed nuances in the predictive ability of independent variables among different types of organizations. Based on the comparative analysis and organization diagnosis, the research proposed strategic intervention and process intervention for two family owned organizations.

KEY WORDS: organization transformation, change management, transformational leadership, organization culture, commitment to change, Thailand