

ABSTRACT

Since the world is today more competitive and rapidly changing, companies need to adapt, develop and improve themselves to make every possibility become an opportunity. Needed changes must be addressed from both external and internal factors if the organizations were to be “in sync” with the environment.

The main purpose of this study is to describe and analyze the current situation of organizational communication, motivation and readiness for change at MIT Company.

Before the study was fully conceptualized the researcher assessed through the internal information sourcing to understand the current situation of MIT Company. The tools used to collect primary data in diagnosis phrases as for qualitative analysis included interview and observation. Survey questionnaires were used for quantitative analysis. The focus of the diagnosis was on three factors namely organizational communication, employee motivation and ready for change.

In the diagnosis, the researcher had found three main root problems for MIT Company which is organizational communication, employee’s motivation and readiness for change.

This study covered only the diagnosis phase and proposed organization development intervention to the top management, so the researcher had recommended Organization Development Interventions (ODI) after the finding to solve their current problems as well as to be able to help them to achieve a higher level of readiness for change and to improve MIT Company.