

## Abstract

The main purpose of this study is to determine employees' attitudes within the new information technology system environment in Hatari Electric Co., Ltd. and the distribution of career orientations among employees in both organizations. This study was conducted in Hatari Electric Co., Ltd. A total of 114 employees were selected as the sample for the study. This study employed a survey methodology to examine the relationship between the independent variables (change management factors – leadership characteristics, communication, training, and reward) and the dependent variable (employees' attitudes with in the information technology system environment). The research instrument used was a questionnaire to collect data from the organization. The statistical test that was carried out was Pearson's Correlation Coefficient test.

From the study, change management factors, which consist of leadership characteristics, communication, training, and reward system, show a positive correlation with employees' attitudes within the information technology system environment. So the change management factors are the significant factors affecting the attitudes of employees. Any plan to introduce change in the organization should take these four factors into account in order to avoid any resistance from employees.

This study suggests that organizations should focus on supervisors' role in organizational change, communication in the change environment, training and development, and reward systems in organization which will provide better insights benefits to these areas, and will create higher attitudes for employees within the change environment in the organization.