

ABSTRACT

The main objective of this study is to examine the perceptions of employee toward the reorganization factors and to identify the employees' attitude toward the results of change. The second objective is to study the effect of reorganization factors on employee's attitude toward the results of change. Lastly, the researcher proposes for the Organization Development Intervention (ODI) to the organization based on the results of the study.

The study is conducted objectively by using primary data from observations and questionnaires to one department that directly confronted with this changing in Metro Systems Corporation Plc. It consisted of three main parts based on the conceptual framework. Descriptive statistics were used to summarize the characteristics of the respondents. For the data analysis, the researcher used average weight mean to identify the perception and attitude of employee while using Chi-Square Test tested for the hypotheses.

The results of this study indicated that most of respondents' perception toward the reorganization factors as well as their attitude toward this change are neutral which it leads to the ODI plan that the researcher was proposed to the organization in order to decrease the turnover rate of employee and to improve the organization effectiveness in the same time.