

ABSTRACT

With the rapid growth in business world today, it is crucial for management to become aware of the unexpected change situation and responsive to the change that may happen anytime to help organization to be competitive and to be able to survive through the business in uncertain times.

This research study focus on the relationship of change management perspectives in terms of technology introduction, resistance to change and readiness to change of management and staff and work process dispositions in terms of delegation, work redesign and process restructure from approximately 150 respondents of IPD Packaging Ltd. in management level and staff level in office sections.

This research aimed to describe, analyze and diagnose current situation of the company in order to come up with the specific recommendation for appropriate Organization Development Interventions. The qualitative and quantitative methods were used in this research study to find out the current situation of the company and perceptions of management and staff in regards with the research study.

This research found that the organization was able to maintain its competitiveness along with the rapid change environment. However, there were some gap between management level and staff level in change management perspectives and work process dispositions, in which the researcher had given some recommendations in this research paper so as to help the organization to move effectively and efficiency with the rapid change.