

A study of the Factors Related to Resistance to Change in the Public Libraries of West Azerbaijan

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Abstract

Purpose: This study aims to investigate factors that affect resistance to change in the public libraries of West Azerbaijan.

Methodology: In this research the analytical survey method was applied. By applying simple random sampling, 105 employees were selected out of 140. Data was collected using a questionnaire, and data analysis was conducted by using statistical methods such as Mean, Standard Deviation and Pearson correlation.

Findings: In this study "lack of knowledge about the reason for change", "anxiety related to the result of the change", "anxiety related to the loss of organizational identity", "fear of the loss of job security", and "an expectation of failure following change and a subsequent return to the previous situation", were appointed as factors that influence resistance to change. Findings indicate that the above 6 factors have a significant correlation to resistance to change amongst employees. Based on the findings "an expectation of failure following change and a subsequent return to the previous situation" was identified as the most important factor.

Originality/Value: As organizational change is one of the most dynamic components of organizations and an inevitable aspect of keeping pace with external change powers, resistance to change is also inevitable. Identifying the factors affecting resistance to change can help in reducing the waste of resistance and improving the success of the plan for change. Investigation of this phenomenon in the field of public libraries in Iran has done first time in this article.

Keywords: Public libraries, Change management, Resistance to change.