

The Study of Organizational Transformation Acceptance and Its Impact on Corporate Employee Commitment towards Organizational Change in Shohada Hospital in Tabriz

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Abstract

Background and Objectives: The aim of this study was to evaluate the organizational transformation acceptance and its Impact on corporate employee commitment towards organizational change in Shohada Hospital in Tabriz.

Material and Methods: In this research, correlation method was used. The study population consisted of 279 hospital staff. Sample size estimation method was used and 167 participants were selected according to Cochran's C test model. For quantitatively data analysis, frequency tables and the percentage of each response and bar charts were used. Qualitatively, for hypothesis, one sample t test, Kolmogorov–Smirnov test, the Pearson's R correlation test and bivariate linear regression were used.

Results: The average corporate transformation in Tabriz Shohada Hospital was higher than average. About 23% of changes in employee commitment towards organizational change was explained by changes in corporate development round. One unit of increase in the corporate development, results in 0/256 increase in employee commitment towards organizational change in Tabriz Shohada hospital. So, it showed that this test is statistically significant based on regression model.

Conclusion: The results of this study indicated that the average corporate development at Shohada Hospital in Tabriz is much higher than average and changes in employee commitment towards organizational change are resulted by the changes in the evolution of corporate accounts.

Key Words: Corporate Developments, Employee Commitment, Organizational Change, Tabriz Shohada Hospital

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