The Psychology of Organizational Change

In a rapidly changing world, with constantly shifting dynamics, organizational change may prove essential if businesses are to continue to succeed. The majority of research on organizational change adopts a macro outlook, focusing on strategic issues from the perspective of the organization and its management. In this volume we undertake a micro perspective, focusing on the individual and, more specifically, the importance of the employees and their reactions to organizational change. This focus expands our understanding of why change initiatives frequently fail. The Psychology of Organizational Change constitutes an essential resource for scholars, students, and practitioners in the field of organizational change and development who strive to understand how to make change work not only for the organization, but also for its members.

SHAUL OREG is an associate professor of Organizational Behavior at the Jerusalem School of Business Administration of The Hebrew University.

ALEXANDRA MICHEL is an assistant professor in Work and Organizational Psychology at the University of Heidelberg.

RUNE TODNEM BY is Academic Group Leader (Organizational Behaviour, Leadership and Change) at Staffordshire University Business School.
The Psychology of Organizational Change

*Viewing Change from the Employee’s Perspective*

*Edited by*

Shaul Oreg,
Alexandra Michel

and

Rune Todnem By
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Notes on contributors

Achilles Armenakis is the James T. Pursell, Sr., Eminent Scholar in Management Ethics and Director of the Auburn University Center for Ethical Organizational Cultures at Auburn University. Achilles has been on the faculty at Auburn since 1973 serving in administrative as well as professorial capacities. Achilles is a fellow in the Southern Management Association and the International Academy of Management. His research efforts have concentrated on organizational change and management ethics.

James E. Allen completed his Ph.D. at the University of Queensland, Australia in 2008. His primary research area is organizational change and he has presented his research at both international and domestic conferences. Since completing his Ph.D., James has worked in organizational development roles across both the private and public sector. Currently James is responsible for the organizational development function within a medium-sized enterprise, focusing on the delivery of OD initiatives and the program management of organizational change activities.

Jean M. Bartunek is the Robert A. and Evelyn J. Ferris Chair and Professor of Organization Studies in the Carroll School of Management at Boston College. Her Ph.D. in social and organizational psychology is from the University of Illinois at Chicago. She is a fellow and past president of the Academy of Management, from which she won a career distinguished service award in 2009. She has published five books and over 100 journal articles and book chapters. Her research focuses on organizational change and academic–practitioner relationships.

Prashant Bordia is a Professor of Management at the Australian National University. His current research interests are in two main areas: the study of the employer–employee relationship using the theoretical framework of the psychological contract and the role of rumors in an organizational context. His research has been published
in the *Journal of Applied Psychology*, and *Journal of Management* among others. He is also the co-author (with Nicholas DiFonzo) of *Rumor Psychology: Social and Organizational Approaches* (2006). His research has been funded by grants from the Australian Research Council and the US National Science Foundation. Three of his papers have won best paper awards at the US Academy of Management conference (and a fourth was a runner-up).

**Rune Todnem By** is Academic Group Leader (Organisational Behaviour, Leadership and Change) at Staffordshire University Business School. He is an internationally acknowledged change management expert and is the editor of Routledge’s *Journal of Change Management*. Rune’s work on organizational change is widely referred to in international peer-reviewed publications, and his article “Organisational Change Management: A Critical Review” (2005) has been reprinted in several books. His research interests span organizational behavior; organizational change; leadership; ethics; and public services management. Recent publications include the co-edited book *Managing Organizational Change in Public Services* (2009), book chapters, and articles in international peer-reviewed journals. Before joining Staffordshire University Business School, Rune worked at University of Wolverhampton and Queen Margaret University, Edinburgh. In 2009, Rune was a participant of the Scottish Crucible, an academic leadership–development program sponsored by NESTA, the Scottish Funding Council, the Royal Society of Edinburgh, and Scottish universities. Previously to joining academia, Rune worked in the Norwegian army. First as a corporal in His Majesty the King’s Royal Guard, and then as a NATO paramedic in Bosnia and Herzegovina.

**Steven D. Caldwell** received his Ph.D. in organizational behavior from the College of Management at the Georgia Institute of Technology. He has twenty-eight years’ experience in various management roles in business organizations and is currently an associate professor in the Johnson College of Business Administration and Economics at the University of South Carolina Upstate. He is published in his field in the main journals, including *Journal of Applied Psychology, Personnel Psychology*, and *Journal of Organizational Behavior*, with research interests in multilevel research involving organizational change, leadership, justice, person–environment fit, and individual differences.

**Jacqueline Coyle-Shapiro** is Professor of Organisational Behaviour at the London School of Economics and Political Science. She is
currently Senior editor at the Journal of Organizational Behavior. Her research interests include employment relationship, psychological contracts, social exchange theory, organizational justice, and organizational citizenship behavior.

RASHPAL K. DHENSA is a Ph.D. candidate in the Employment Relations & Organisational Behaviour Group at the London School of Economics & Political Science. Her research interests focus on organizational justice and social and personality dimensions of behavior.

NICHOLAS DIFONZO is Professor of Psychology at Rochester Institute of Technology. He has published over forty articles, book chapters, encyclopedia entries, and technical reports on rumor. His books include Rumor Psychology: Social and Organizational Approaches (2006, written with Prashant Bordia), and The Watercooler Effect: A Psychologist Explores the Extraordinary Power of Rumors (2008). He has been interviewed on national public radio on numerous occasions. In 2005 he received a major grant from the National Science Foundation to investigate how rumors self-organize in networks. He has also received funding from the Institute for Public Relations to study corporate rumors, their effects, and how top corporate public relations officers handle them. Dr. DiFonzo has served as expert trial witness for corporations and government entities on topics involving derogatory workplace rumors, malicious product rumors, and slanderous conspiracy rumors.

FRANK DRZENSKY studied psychology at Philipps University, Marburg, Germany. Currently he is doing his Ph.D. in economics. He works as a research assistant in the Department of Management and Microeconomics at Goethe University, Frankfurt, Germany. Frank’s research interests focus on organizational development from an economic and psychological perspective.

MEL FUGATE is an associate professor of management and organizations in the Cox School of Business at Southern Methodist University. Prior to his current position he was a faculty member in the Organizational Behavior Department at the A. B. Freeman School of Business at Tulane University, which is the position he assumed after completing his Ph.D. in business administration with an emphasis in organizational behavior at Arizona State University. His primary research interests involve employee reactions to organizational change and transitions at work. This includes downsizings, M&A, restructurings, and plant closings. He investigates employees’ change-related cognitive
appraisals, emotions, coping efforts, and withdrawal. Another research stream involves the development of a dispositional perspective of employability and its implications for employee careers and behavior. Other research interests include the influence of leadership and organizational culture on performance and the influence of emotions on behavior at work. He has published in and reviewed for a number of management and applied psychology journals, such as the *Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology*.

**GLORIA GONZÁLEZ-MORALES** is currently an assistant professor of industrial and organizational psychology at University of Guelph (Canada). After obtaining her Ph.D. in work and organizational psychology from University of Valencia (Spain), she developed her postdoctoral research in the USA as a Fulbright visiting scholar at George Mason University and a postdoctoral fellow at University of Delaware. Her research, published in, for example, the *Journal of Applied Psychology* and the *Journal of Occupational Health Psychology*, aims to provide empirical evidence guiding the effective management of occupational health issues in organizations.

**LEAH K. HAMILTON** is a doctoral candidate in industrial/organizational psychology at the University of Western Ontario. Her research and professional interests include: workplace discrimination, the discounting of immigrants’ skills and credentials in the labor market, and commitment to organizational change initiatives.

**NERINA L. JIMMIESON** is an associate professor in the School of Psychology at the University of Queensland, Australia. She teaches undergraduate, honors, and postgraduate courses in organizational behavior, recruitment and selection, and organizational change management. Employing a range of methodologies in both laboratory and field settings, her research examines theoretical and methodological issues that account for the equivocal findings concerning the stress-buffering role of job control in the prediction of employee adjustment. In addition, her research on organizational change management examines employee adaptation to the experience of change in the workplace. She has studied organizations undergoing mergers, downsizing, restructuring, relocations, rebrands, and IT implementations. Her research focuses on the organizational and psychological resources that employees seek in order to develop a sense of change readiness, adjustment to change events, and subsequent change implementation success. Her research is well supported by national
competitive grants and industry partners, with sixty publications appearing in journals and books in the areas of management and organizational psychology.

JOHN MEYER received his Ph.D. from the University of Western Ontario in 1978. After spending three years at St. Thomas University in Fredericton, NB, he returned to Western where he is now a professor and Chair of the Graduate Program in Industrial and Organizational Psychology and Director of the Research Unit for Work and Productivity. His research interests include employee commitment, work motivation, leadership, and organizational change. His work has been published in leading journals in the field of industrial–organizational psychology (e.g., *Journal of Applied Psychology*, *Personnel Psychology*) and management (e.g., *Academy of Management Journal*, *Journal of Management*), and has been cited more than 4,000 times according to the Web of Science. He is also co-author of *Commitment in the Workplace: Theory, Research, and Application* (1997) and *Best Practices: Employee Retention* (2000), and co-editor of *Commitment in Organizations: Accumulated Wisdom and New Directions* (2009). He has consulted with private and public organizations in Canada on issues related to his research, and has been invited to conduct seminars and workshops in Europe, Asia, and Australia. Dr. Meyer is a fellow of the Canadian Psychological Association, the American Psychological Association, and the Society for Industrial and Organizational Psychology, and a member of the Academy of Management. He is a former chair of the Canadian Society for Industrial and Organizational Psychology and co-editor of the OB/HRM section of the *Canadian Journal of Administrative Sciences*. In 2007 he was recognized by the Canadian Society for Industrial and Organizational Psychology for his “distinguished contributions to Industrial–Organizational Psychology in Canada.”

ALEXANDRA MICHEL received her Ph.D. in psychology from the University of Heidelberg, Germany. Currently, she is an assistant professor in work and organizational psychology at the same university. Her research focuses on organizational change and innovation, human resource development, coaching, and occupational health. Besides being an academic, Alexandra is also a practitioner. After graduating in psychology, she worked in a managing position in the HR department of a large German health insurance company. At the time, she started to work as an academic in work and organizational psychology, she also worked as a change manager in higher education. Alexandra is the author of several book chapters and journal articles and presents her work at national and international conferences.
SHAUL OREG is an associate professor of Organizational Behavior at the Jerusalem School of Business Administration of The Hebrew University. He earned his Ph.D. at the School of Industrial and Labor Relations at Cornell University, where he later served as a visiting professor. In his research he focuses on individual differences in social and organizational contexts, with a particular focus on employees’ reactions to organizational change. He established the concept of dispositional resistance to change and developed and validated the resistance-to-change scale, which to date has been translated and used by researchers in more than twenty countries. His work has been published in the field’s leading journals, including the *Journal of Applied Psychology* and *Personnel Psychology*. He is also co-author of the forthcoming book entitled *Resistance to Innovation*.

ALANNAH RAFFERTY is a senior lecturer in organizational behavior at the Australian School of Business at the University of New South Wales. Her research interests include organizational change, stress and coping, and constructive and destructive leadership. Her research has been published in journals such as the *Journal of Applied Psychology*, *Journal of Management*, *Leadership Quarterly*, and *Work & Stress*. She has extensive experience in applied research to inform leadership development and strategic change in organizations.

SIMON LLOYD D. RESTUBOG is Professor of Management and Research Convenor in the School of Management, Marketing, and International Business at the Australian National University. He earned his Ph.D. in industrial/organizational psychology from the University of Queensland. His research interests include antecedents and maintenance of psychological contracts; measurement and prediction of destructive leadership and workplace deviance; and the role of support and barriers in career development. His work has appeared in numerous publications, including the *Journal of Applied Psychology*, *Journal of Management*, *Journal of Management Studies*, and many others. Currently, he serves on the editorial boards of the *Journal of Management Studies*, *Journal of Business and Psychology*, and *Journal of Management and Organization*.

MARIA VAKOLA is an organizational psychologist and is currently working as an assistant professor at the Athens University of Economics and Business, Greece. Maria received her M.Sc. in organizational psychology from UMIST, UK and her Ph.D. from Salford University, UK. She has published in a number of journals, such as the *Journal of Applied Psychology*, *Communications of the ACM*, and
Journal of Change Management. Her research interests in change management and organizational behavior are in the areas of employees’ reactions to change, individual differences and work attitudes, and employee voice and silence. She teaches organizational behavior and change management at an undergraduate, postgraduate, and executive level and she has received awards for teaching excellence.

Karen Van Dam is a professor in work, organizational, and personnel psychology at the Open University, the Netherlands. In her research, she focuses on how employees adapt to changes in the work situation, including employability, employee learning, job mobility, reemployment, and resistance to change. Additionally, she is the editor of a Dutch journal of work and organizational psychology, and is involved in certifying career counselors.

Rolf Van Dick is Professor of Social Psychology in the Department of Psychology at Goethe University, Frankfurt, Germany. After his Ph.D. in social psychology (Philipps-University, Marburg), he worked at Aston Business School (Aston University, Birmingham) and was visiting professor in Tuscaloosa (USA, 2001), Rhodes (Greece, 2002), and Kathmandu (Nepal, 2009). He has been editor-in-chief of the British Journal of Management and is currently the editor-in-chief of the Journal of Personnel Psychology. Rolf’s research interests focus on social identity processes in organizations and he has published more than 120 books, chapters, and papers in academic journals such as the Journal of Applied Psychology, Journal of Organizational Behavior, Journal of Marketing.

Richard W. Woodman (Ph.D., Purdue University) is the Fouraker Professor of Business and Professor of Management at Texas A & M University where he teaches organizational behavior, organizational change, organizational creativity and innovation, and research methodology. His research and writing focus on organizational change and organizational creativity. Dr. Woodman served as Head of the Department of Management (1993–7). He is editor of the Journal of Applied Behavioral Science and co-editor of the annual series Research in Organizational Change and Development. He has been Division Chair and Program Chair of the Organization Development and Change division of the Academy of Management. In a previous life, Dr. Woodman was a military intelligence officer in the US Army, worked in both the petroleum and banking industries, and served for several years as vice-president of a financial institution.
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