

The Impact of Leadership Support, Change Communication and Commitment to Change on Employee Readiness for Change: A Study with Special Reference to Lalan Rubbers (Pvt) Limited - Biyagama

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High level of readiness for change is considered to be the most important asset for any organization. But gaining full readiness for change towards the organization is still a challenging issue in many organizations. Therefore, the researchers carried out the preliminary survey and found that there is a lack of readiness for change among employees in Lalan Rubbers (Pvt) Ltd -Biyagama. This study focuses on the impact of leadership support, change communication and commitment to change on employee readiness for change in the given research context. The researchers collected data from 91 employees by using standard questionnaires. Data were analyzed using regression analysis. Findings of the current study revealed that leadership support, change communication and commitment to change have a significant impact on employee readiness for change in this research context. According to findings of the present study, the management of Lalan Rubbers (Pvt) Ltd - Biyagama could focus their attention on improving leadership support, employee commitment to the change and effective change communication to increase employee readiness for change.

Keywords: *Employee Readiness for Change, Leadership Support, Change Communication, Commitment to Change*

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