

Explaining the readiness to accept organizational change according to attitude, behavior and job satisfaction of employees (Case study: Guilan Provincial Tax Administration)

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Abstract Today, organizations need to be careful about employee behaviors in order to achieve a successful change, and to provide an effective response to this situation. In this regard, the present study was designed to explain the readiness of accepting organizational change according to attitude, behavior and job satisfaction of employees at the General Directorate of Tax Affairs of Guilan Province. The method of this research is descriptive and is considered as a practical purpose. The statistical population of this research includes employees of the General Directorate of Tax Affairs of Guilan Province, 285 of them were selected by simple random sampling as the statistical sample of the research. The method of data collection in this field survey is the questionnaire. The method of data collection in this field survey is the questionnaire. The content validity method was used for validity and the reliability was determined using Cronbach's alpha coefficient. Finally, structural analysis modeling with Lisrel software 8.58 was used to analyze the data and test the research hypotheses. The results of data analysis showed that employees' attitude, behavior, and job satisfaction have a positive role in increasing the readiness of accepting organizational change, and the research model explains 65% of the readiness to accept organizational change. **Keywords:** attitude, behavior, job satisfaction, readiness to accept organizational change

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