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# **Explaining Effective Factors on Employee's Readiness for Change with Emphasis on Job Satisfaction and HRM Activities (Case Study: Tooseh Tavoon Bank of Tehran Province)**

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**The purpose of this research is to explain the factors affecting employee readiness for change, with an emphasis on job satisfaction and human resource management practices. The research type is descriptive-experimental and applied. The field method and the questionnaire were used to collect information. The community is staffed by the Cooperative Development Bank in Tehran. To collect data, 102 employees were ed randomly. Data were analyzed using SPSS software and Smart PLS 3 software. The results of this research indicate that the variables of organizational loyalty-job satisfaction-employee readiness-organizational identity-job-wage-promotion-were among the employees of the cooperative development bank, but job satisfaction with mediation itself could not affect organizational identity and staff readiness. Also, job satisfaction can not interfere with job readiness among employees.**

**Keywords : employee readiness - change - job satisfaction - human resource management - wages - cooperative development bank**

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