



Data Article

Data on strategic change on employees' behavioural attitude and firm performance of selected manufacturing firms in Nigeria

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ABSTRACT

In today's business environment, organizations must continually and constantly reinvent themselves to stay relevant because they conduct operations in workplaces that are characterized by steady competition and erratic change. Most studies show that organizational improvement cannot occur without strategic changes directed to yield a difference in performance. Thus, improving performance requires the consideration of change-related policies and individuals' dispositions relevant to change. Strategic change as perceived by many authors requires qualitative changes and not simple continuous and usual changes. Strategic change must be aligned to the mission, and purpose of an organization. Employees' attitudes towards change strongly relates to their attitudes about their employer and changes at their organization because organizations continually commence new programs of organizational change, these ongoing and seemingly endless efforts put a lot of burden not only on organizations but also on individuals. Researchers highlight the challenges to strategic change as; poor organizational management and culture, increased technology installation, organizational structure, strong competition and employee issues. Attitudes toward strategic change are the feelings employees have toward different internal policies of the organization. Many investigations suggest that it is reasonable to expect employees to react to strategic change efforts since the process of change involves going from the known to the unknown.

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Consequently, it can be a very unpleasant experience for employees thus this article presents data in this regard.

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Specification Table

Subject area	Business, Management
More Specific Subject Area:	Business Administration
Type of Data	Table, Figures
How Data was Acquired	Researcher-made questionnaire analysis
Data format	Raw, analyzed, Descriptive and Inferential statistical data
Experimental Factors	Sample consisted of employees of manufacturing companies in Nigeria. The researcher-made questionnaire which contained data strategic change on employees' behavioural attitude and firm performance were completed.
Experimental features	Change strategy is a major factor endangering firm performance particularly in the manufacturing sector.
Data source location	South west Nigeria
Data Accessibility	Data is included in this article

Value of Data

- Findings reveal that a unit increase in strategic change will lead to an increase in employees' behavioural attitude and firm performance showing that employees have a high degree of continuance commitment during the change.
- The results could be seen as positive, not only to the behaviours, but also to the change climate in general. It could be assumed that the more employees perceive themselves to have a high choice in initiating and regulating actions, the more they perceive themselves able to impact the change.
- This study indicates that increased competition aligned with internal policies positively affects employees' attitude to organizational change.

1. Data

Fig. 1 and Table 1 below shows the predictor importance of strategic change on employees' behavioural attitude and performance of selected manufacturing firms.

Fig. 1 and Table 1 above predicts the importance of the construct for independent variables on the dependent variables. In other words, it can be depicted that the construct with the least importance to firm performance is change in values while innovation and restructuring become the most important predictor of strategic change. This implies that change in firm performance could be as a result of the drastic change in the strategy and internal policies of the firms. However, to assess the coefficient (significant effects) level, regression analysis was adopted as presented in the table below. The level of significance below 0.05 shows the confidence of level of 95%. Therefore, under such circumstance, we reject the null (H_0) hypothesis once P -value is less than or equals to 0.05 while we

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