Quantitative Analysis Resource

Stage II Questionnaire: Resistance to Change

Data Imports, Inc. is a company located in San Antonio, Texas. Organizational leaders recently decided to *consider* a sweeping change initiative that will significantly change daily operations at the company.

In order to determine whether the time is right for this change, the company’s CEO, David Long, decided to collect some data. First, he asks the employees to complete a Likert Scale survey designed to measure individual employees’ readiness for change.

Employees were instructed to answer the questions based on how they personally had behaved towards change (based on a survey from Cinte, 2006). The survey was sent to 12 employees; 8 returned it.

**Assignment Directions:**

You work at Data Imports, Inc., and the CEO knows you are pursuing your doctorate degree. He has asked you to perform a quantitative analysis on the data collected from the eight participants.

Perform the following tasks to complete the analysis.

1. Summarize the data.
2. Review the individual participant’s responses (pgs. 2 – 5) and provide a cumulative tally of their answers in the summary table on page 6.
3. Construct a frequency distribution figure according to the APA guidelines found in the APA Style Guide, located in the Student Success Center.
4. When your analysis is done, the CEO will ask you for a preliminary assessment; is the company ready for a significant change initiative? What will you tell him?
5. In 100-250 words, respond to the question, “Do you believe this organization is ready for change? Explain why or why not.

**Respondent #1**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  | X |  |  |  |
| I speak negatively about change to everybody at work. |  |  |  |  | X |  |
| I complain about change to people outside of work. |  |  | X |  |  |  |
| I voice concerns about my boss to my friends. |  |  | X |  |  |  |
| I voice concerns about managers above me in the hierarchy to my friends. | X |  |  |  |  |  |

**Respondent #2**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  | X |  |  |  |
| I speak negatively about change to everybody at work. | X |  |  |  |  |  |
| I complain about change to people outside of work. |  |  |  | X |  |  |
| I voice concerns about my boss to my friends. |  |  |  | X |  |  |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  | X |  |  |  |

**Respondent #3**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  |  | X |  |  |
| I speak negatively about change to everybody at work. |  |  |  | X |  |  |
| I complain about change to people outside of work. |  |  |  | X |  |  |
| I voice concerns about my boss to my friends. |  |  |  | X |  |  |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  |  | X |  |  |

**Respondent #4**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  |  |  |  | X |
| I speak negatively about change to everybody at work. |  |  | X |  |  |  |
| I complain about change to people outside of work. |  |  | X |  |  |  |
| I voice concerns about my boss to my friends. |  |  |  |  |  | X |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  |  |  |  | X |

**Respondent #5**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  | X |  |  |  |
| I speak negatively about change to everybody at work. |  |  | X |  |  |  |
| I complain about change to people outside of work. |  |  | X |  |  |  |
| I voice concerns about my boss to my friends. |  |  | X |  |  |  |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  |  | X |  |  |

**Respondent #6**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  |  | X |  |  |
| I speak negatively about change to everybody at work. |  |  |  | X |  |  |
| I complain about change to people outside of work. |  |  | X |  |  |  |
| I voice concerns about my boss to my friends. |  |  |  |  | X |  |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  |  |  | X |  |

**Respondent #7**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  | X |  |  |  |
| I speak negatively about change to everybody at work. |  |  |  | X |  |  |
| I complain about change to people outside of work. |  |  |  | X |  |  |
| I voice concerns about my boss to my friends. |  |  |  | X |  |  |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  |  | X |  |  |

**Respondent #8**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  |  |  | X |  |
| I speak negatively about change to everybody at work. |  |  | X |  |  |  |
| I complain about change to people outside of work. |  | X |  |  |  |  |
| I voice concerns about my boss to my friends. |  |  | X |  |  |  |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  | X |  |  |  |

**Summary Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Question** | **Strongly****Disagree****1** | **Disagree****2** | **Somewhat Disagree****3** | **Somewhat Agree****4** | **Agree** **5** | **Strongly Agree****6** |
| I complain about change to my coworkers. |  |  |  |  |  |  |
| I speak negatively about change to everybody at work. |  |  |  |  |  |  |
| I complain about change to people outside of work. |  |  |  |  |  |  |
| I voice concerns about my boss to my friends. |  |  |  |  |  |  |
| I voice concerns about managers above me in the hierarchy to my friends. |  |  |  |  |  |  |

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