



Thuy PHAM (Université Savoie Mont Blanc, IREGE)

The Impact of Perceived Top Management Credibility on Commitment to Change and the Moderating Role of Supervisor Support: A Multi-Level Analysis

Existing literature on commitment to change has predominantly focused on individual-level antecedents without considering the multilevel context of organizations. In particular, research has shown that top management credibility significantly influences employee commitment to change; however, this relationship was examined at the individual level of analysis. In this study, we adopt a multilevel perspective to explore the impact of perceived top management credibility on followers' commitment to change. We extend the current research by introducing a cross-level moderation effect. By doing so, we propose that the relationship between perceived top management credibility and follower's commitment to change is moderated by supervisor support. In other words, when employees perceive top management as credible (i.e., indicating high trust and competence), they tend to exhibit their commitment to top management's change vision. Nonetheless, the influence of top management credibility diminishes if employees lack support from their immediate supervisors during the change implementation. Our data collection process has been conducted with a pilot study at a consulting firm. To enhance the robustness of our findings, we aim to expand our sample size. We look forward to receiving valuable and constructive feedback to enhance the paper's theoretical foundation, research methodology, and overall structural coherence.

Keywords: commitment to change, top management credibility, supervisor support, change leadership, multilevel analysis



❖ 12h30 – Salle 103 / Comodal

❖ Participer à la réunion Zoom

<https://zoom.us/j/99935051449>

ID de réunion : 999 3505 1449

❖ Calendrier des séminaires

<https://urlz.fr/nv08>