



Thuy PHAM (USMB, IREGE),

Commitment to Organizational Change: A review and Future Research Agenda

An increasingly diversified and complex business environment and progressively exogenous shocks (e.g., climate change, pandemics, and wars) have pushed many companies towards various organizational changes to remain competitive and perform well. In this contextual landscape, we suggest that scholars revisit the commitment to change construct because commitment to organization change plays a vital role in the success of change implementation. This paper proposes a systematic review to provide a comprehensive understanding of commitment to organizational change. Our aim is threefold: (1) uncover the meaning and conceptualization of commitment to change, (2) adopt a multilevel perspective on and develop a nomological network for commitment to change, and (3) provide key avenues for future theoretical and empirical research. We expect our review to contribute to research by theoretically reviewing accumulated studies on commitment to change, clarifying the construct's meaning, and providing insights into its nomological network from a multilevel perspective. In so doing, this paper aims to identify future avenues that will guide research and provide practitioners with research evidence to better manage commitment to change.

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Key words: Commitment to organizational change; nomological network; multilevel perspective

➤ 12h30 — Amphi 108 / Comodal

➤ Participer à la réunion Zoom

[https://zoom.us/j/95741920861?](https://zoom.us/j/95741920861?pwd=MIQreED4STBPUIFELQVIVk55QIZyUT09)

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ID de réunion : 993 2844 4342

Code secret : 4RxD9R

➤ Calendrier des séminaires

<https://urlz.fr/jllR>

➤ Réunion ECDT—14h à 16h— Salle 103

Présentation de la chaire Tourisme Durable, de ses axes et de l'avancée des travaux et à une discussion partagée autour de ses perspectives et projets à venir. La réunion est ouverte à tous les membres de l'IREGE.

Participer à la réunion Zoom : <https://zoom.us/j/91009529612?pwd=YWZrYURmaGRObFc2S1J4bnlRc2VDdz09> ID de réunion : 910 0952 9612—Code secret : 4dDhKj

