

This master thesis deals with process of employee adaptation to the change in the organization. Attention is paid to both psychological and environmental variables. The thesis discusses their role in the process of change and the impact they have on adaptation as such. The theoretical part provides information about an individual's functioning in terms of a change; specified are possible causes and types of these changes. Particular attention is paid to the psychological and psycho-managerial approach to change management. The empirical part consists of a research realized over domestic IT company. In order to map the process of employee adaptation I've designed and during change period twice administered a questionnaire measuring employee adaptation to change through their attitudes, job satisfaction and motivation. Gathered data were evaluated, the results indicate significant shifts in all of the categories. As expected, the positive impact of selected instruments for change implementation to the overall level of adaptation has been proven.