

Abstract:

The topic of the thesis is the managers' attitude and reactions to changes in organization, the causes of concerns and refusing changes. The level of organizational hierarchy chosen is the middle management level. The theoretical part provides introduction to the subject of organizational changes and then focuses particularly on the process of implementing the changes and the impact it has on the participants. It describes how the organizational changes affect its' individual participants and is followed by the largest part of the thesis, which focuses on the role of the middle management in processes related to the organizational changes. The work focuses on the description of the middle managers' positions and their attitude. One chapter presents the managerial resistance to organizational changes. The second part of the thesis presents a proposal for a research project which aims to identify the roles of middle managers in the change process and in particular on identifying the causes of concerns and refusing changes.