

Título: HUMAN RESOURCE MANAGEMENT ¿S PRACTICES AND ORGANIZATIONAL CHANGE: THE ROLE OF HIGH-PERFORMANCE HUMAN RESOURCE MANAGEMENT PRACTICES IN ENHANCING EMPLOYEES¿ READINESS FOR CHANGE. EVIDENCE FROM JORDANIAN BANKING SECTOR

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Resumen: This study seeks to analyse how high performance human resource management practices and organizational commitment impact employees¿ readiness for change and the role of readiness for change in improving employee performance. The results demonstrate a positive association between some high performance human resource management practices and both organizational commitment and readiness for change. Results also show a positive relationship between organizational commitment and readiness for change. We have also found that readiness for change positively influences employees¿ individual performance. Hierarchy culture moderates the relation of high performance HRM practices with organizational commitment.