



**RESEARCH AND PUBLICATION CENTER**  
Institute of Economy and Enterprise Studies  
In collaboration with




# 2nd

**Regional Student Research Congress & Regional Conference on recent issues and trends in Business, Accounting, Management, and Economics**

# IEES 2023

## CONFERENCE PROGRAM

**July 21, 2023**

via  **zoom** powered 

### CONFERENCE OBJECTIVES:

This conference tries to:

- To stimulate the exchange of ideas and foster collaboration among faculty, students, and graduate researchers by highlighting the importance of data-driven research and its impact on economic recovery;
- To empower students and young researchers to elevate their research efforts in addressing industry - specific challenges, bridging the gap between theoretical knowledge and practical application; and
- To provide a platform for showcasing innovative, data-driven situations to economic disruptions, thereby fostering a culture of research and development that can drive sustainable economic recovery.

### CONFERENCE SPEAKERS



**Keynote Speaker**

**DR. MICHAEL B. BATU**  
University of the Fraser Valley  
Canada



**Plenary Speaker 1**

**DR. SAKET JESWANI**  
OP Jindal University  
India



**Plenary Speaker 2**

**DR. DEWI FAENI**  
Universitas Bhayangkara Jakarta Raya  
Indonesia

**Adaptability, acceptance and resistance to change of local college personnel in the Province of Batangas: Basis for organizational change management framework**

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**ABSTRACT**

Change represents a significant challenge for both employees and companies, particularly during transitions in administration, leadership, and office environments. Adaptability during such times is crucial and encompasses cognitive, affective, and behavioral aspects, all of which are intrinsically linked. It has been found that acceptance of change increases as the perceived threats of the change diminish. Various dimensions of adaptability, including openness, expressiveness, and both active and passive forms of support, have been identified. It is crucial to address employees' resistance to change to ensure successful implementation, as their readiness to change significantly affects their resistance levels. This study aimed to evaluate adaptability, determine acceptance, and assess resistance to change among personnel in local colleges through a descriptive-correlational research approach. This method proved useful in gathering facts to support scientific judgments and provided valuable insights. Findings indicated that participants generally showed high levels of adaptability and acceptance towards change, with a notable tendency towards resistance. Differences in adaptability and support types were observed when categorized by position, with the Gen X demographic showing a higher resistance to change behaviorally. Additionally, the study found significant positive correlations between various dimensions of change. The implications suggest that mastering the art of change management can enable organizations to effectively implement new policies, procedures, and controls, ensuring they are adapted, accepted, and met with minimal resistance.

Keywords: *acceptance, adaptability, organizational change management, resistance*