

RESISTANCE TO ORGANIZATIONAL CHANGE AT THE SECONDARY SCHOOLS OF RIYADH IN THE KINGDOM OF SAUDI ARABIA: REASONS HOW TO OVERCOME IT FROM THE POINT OF VIEW OF ITS HEADMASTERS

MOHAMMAD YOUSEF Y. KENTAB

Ph.D. Educational Administration

Ministry of Education

The Kingdom of Saudi Arabia

***ABSTRACT_** the study aims to know the reason of organizational change resistance in secondary schools of Riyadh from the point of view of its headmasters, determine the reasons for this resistance, and reveals the statistical differences of headmasters' response about the reasons for organizational change resistance and how to overcome this resistance which back to (academic qualification- experience- training course). To achieve these goals the descriptive survey methodology. The study sample consists of the headmaster of governmental schools who are (112) headmaster. The tool of the study was a questionnaire for data collection. The study tool applied to all person of the sample. The numbers of returned and valid questionnaires are (89). The most important findings are the big contribution of organizational reasons, social personal reasons, and material reasons in the resistance of organizational change. The biggest contribution to this resistance is the material reasons with a high degree of contribution, then social personal reasons with high degree of contribution, then organizational reasons with a high degree of contribution. It was been clear that ways of overcoming this resistance in high school which related to dimensions of education, communication, participation, facilitating and supporting, maneuver and gaining, and duress. The degree of the dimension of negotiation and dimension maneuver and gaining was in the medium degree of contribution, and the duress was in the weakness degree of contribution.*

***KEYWORDS:** organizational change, change resistance, education and communication, participation, facility and supporting, negotiation, maneuver, gaining, duress.*