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Generation X and generation Y: the moderating effect of transformational leadership on resistance to change and psychological empowerment among employees in Johannesburg

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Abstract

The purpose of the study was study to investigate relationships of employee psychological empowerment, transformational leadership and resistance to change among employees in Johannesburg, South Africa. There were 51 male participants and 57 female participants. Participants voluntarily participated in the study. The instruments used to collect data were the Multifactor Leadership questionnaire, resistance to change scale and psychological empowerment questionnaire. Data were analysed using correlations and multiple regression analyses. The results showed that employee psychological empowerment and resistance to change, age and resistance to change were the only significant results. Future studies can focus on factors that influence the readiness for change in South Africa which could include the opportunity to participate in the planned change projects, demonstrating the need for change and employee psychological empowerment. In addition, Future studies could also address the interest gap between generation X and Y in terms of implementing rigorous programmes which foster the empowerment of the workforce in organisations for both generations and reduce resistance to change