

<b>Title of article</b>	Employee perceptions of ethical and unethical organisational change
<b>Author(s)</b>	Chris L van Tonder
<b>Authors' biographies</b>	Chris van Tonder is a registered industrial/organizational psychologist affiliated with several international professional psychological associations, an internationally registered organisation development consultant, and a professor in the Department of Human Resource Management at the University of Johannesburg, South Africa. He is a member of the Editorial Review Board of the international journal <i>Emergence: Complexity and Organization</i> , and his professional and academic interests centre on organisational identity, organisational change and organisation development. Apart from a number of local and international publications, he is the author of "Organisational Change: Theory and Practice".
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<b>Authors' contact details</b>	Prof CL van Tonder Department of Human Resource Management University of Johannesburg PO Box 524 Auckland Park, 2006 Johannesburg, South Africa e-mail: <a href="mailto:chrivt@uj.ac.za">chrivt@uj.ac.za</a>
<b>Abstract</b>	Organisational change is one of the most frequently recurring organisational phenomena of our time, yet despite this, organisations are not succeeding in instituting change processes effectively; dismal "change success rates" are recorded. Van Tonder and Van Vuuren (2004) have argued that the adoption of an ethical framework from within which change practices are to be approached and "managed", would significantly reduce the negative consequences of change initiatives. As a first step in this direction, the current study set out to establish the meaning that employees attribute to "ethical" and "unethical" change. Data obtained from a sample of 111 respondents from seven companies were subjected to basic content analysis and key themes extracted. The results indicate a limited understanding of ethics concepts among employees. A clear need for both intensified education and research is indicated.
<b>Key words</b>	Change, change management, ethics, ethical change, organisational change

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