Figure 1. The Human Reaction System comprises four systems. The core of the model is the Reaction System. Three other interrelated systems source the Reaction System: Composition, Strategy and Field.

Figure 2. The Reaction System comprises two systems. The disposition system includes temperament toward change which affects how one responds to change. The Quadrupartite Reaction to Change Interpretation Scheme includes four processes. The cognition process generates beliefs about the change based on the emotions, intentions and behaviors generated by the system. The affect process produces emotions toward the change based on beliefs, intentions and behaviors. The evaluation process determines intention based on beliefs, emotions and behaviors, and the action process turns out behaviors based on the beliefs, emotions, and intentions generated by an organizational change.

Figure 3. The Human Reaction System comprises three systems that generate stimuli that produce reaction to organizational change. Composition centers on the context of the change, e.g., episodic or continuous change. Strategy refers to the process of the change and includes three basic strategies through which change is implemented. Field includes two regions: inner and outer fields. Reaction is driven by many contextual factors both inside (e.g., rules and values) and outside (e.g., regulations and ideologies) an organization.

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