Change Management and Organizational Commitment Paper details: The paper should be a quantitative re-examination of Iverson (1996) "Employee acceptance of organizational change: the role of organizational commitment" with the research question, "Is organizational commitment correlated with employee resistance to change?" Further, "is employee acceptance of organizational change is increased by affective, continuance, and normative (Meyers and Herscovitch) organizational commitment? Inverson's abstract says the following "This study tests a causal model that predicts the acceptance of organizational change using a sample of 761 employees from a large public hospital in the state of Victoria, Australia. The LISREL results indicate that employee acceptance of organizational change is increased by organizational commitment, a harmonious industrial relations (IR) climate, education, job motivation, job satisfaction, job security and positive affectivity, and is decreased by union membership, role conflict, tenure and environmental opportunity. Organizational commitment was found to act as both a determinant and mediator in the change process. Implications for the management of organizational change using human resource (HR) strategies and policies are dis