

Role of Organizational Culture in Facilitating Successful Change Management Initiatives

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Abstract: *Organizational change has become a constant in the modern business environment. However, the success of change management initiatives depends largely on the underlying organizational culture. This review explores how organizational culture facilitates or hinders the implementation of change. It examines theoretical frameworks, empirical studies, and case examples highlighting the relationship between cultural adaptability and change success. Findings indicate that organizations with strong, flexible, and participative cultures are better positioned to achieve sustainable change outcomes.*

Keywords: Organizational Culture, Change Management, Leadership, Adaptability