

MOHAMED ABDULLA AL HAMMADI

Department of Business Administration

College of Business and Economics



Dissertation

Title	<i>THE ROLE OF HUMAN RESOURCES IN ORGANIZATIONAL RESTRUCTURING: PERCEPTIONS OF HR DEPARTMENT, LINE MANAGERS, AND EMPLOYEES</i>
Faculty Advisor	Prof. Riyad Eid
Defense Date	07 May 2017
Abstract	The process of organizational restructuring is an integral and common aspect that has been integrated into the growth and development of organizations all around the globe. It is mainly undertaken to ensure that organizations are up to date with ever-changing external and internal business environments in order to improve organizational effectiveness, efficiency and productivity. The study empirically examines and rigorously investigates organizational restructuring covering all of the stages that organizational restructuring process goes through, starting from the adoption stage, which identifies the main reasons leading organizations to undertake organizational restructuring. Then the study evaluates the role of the HR department in the organizational restructuring implementation and finally, it examines the perception that line managers, HR department and organization employees have towards the HR Department's role played during the organizational restructuring. It takes into consideration government and semi-government entities in Abu Dhabi Emirate, which have undergone restructuring in the last four years. The research methods include desk research and a survey questionnaire given to 307 participants. The study proposes a conceptual framework, which can be used as a guide to improve the management of organizational restructuring including its stages of adoption, implementation, and perception/implications.