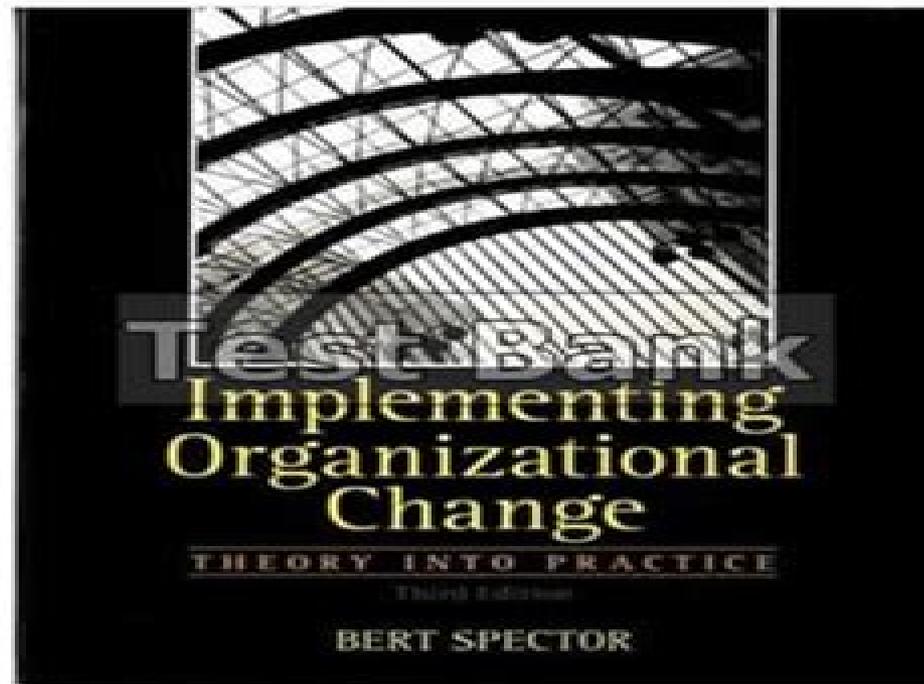


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CHANGE MANAGEMENT TOOLS IMPLEMENTATION IN BENISHANGUL GUMUZ REGIONAL STATE Special Focus on Business Process Reengineering and Change Army Technique Mr. Ermias Tasew, Dr. K. L. Prasanna Kumar, Dr. B. Sujatha, 2021-12-10 The civil service reform is meant for modernizing the civil service all over the world This study is a cross sectional quantitative and qualitative research on assessing the challenges of change army implementation However some research findings indicates that when new scenario is introduced the civil service effectiveness is inhibited by many administrative bureaucracies However leadership style and resistance to change are the major factors studied Simple random sampling technique with stratification is employed to select 353 respondents The researchers used a semi structured questionnaire and focus group discussion to collect data Data presentation analysis and interpretation are made with the aid of descriptive statistics the application of the change army scenario is highly inhibited by misunderstanding and poor leadership the awareness level and perception of employees towards change army implementation is too much low Inadequate resources lack of motivation of leaders and employees and lack of leadership support are most challenges during change army implementation Therefore the reality of

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