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# **CONDITIONS FOR STAFF ACCEPTANCE OF ORGANIZATIONAL CHANGE: BURNOUT AS A MEDIATING CONSTRUCT ☆**

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Relationships among organizational change strategies, staff engagement with work, and staff acceptance of change in two amalgamating hospitals were examined. Acceptance of change, as indicated by positive perceptions of morale, job security, and quality of patient care, was associated with supportive supervision, confidence in management, effective communication, and work meaningfulness. Engagement with work acted as mediator in most of the relationships. The impact of major organizational change on individuals is explored and management strategies examined.

*Keywords:* Burnout; Organizational change; Work meaningfulness; Supervision; Communication