



































































- Tourish, D., Paulsen, N., Hobman, E., & Bordia, P. (2004). The downsides of downsizing. Communication processes information needs in the aftermath of a workforce reduction strategy. *Management Communication Quarterly*, 17(4), 485-516.
- van Dick, P., Ciampa, V., & Liang, S. (2018). Shared identity in organizational stress and change. *Current Opinion in Psychology*, 23, 20-25
- Virtanen, T. (2000). Changing competencies of public managers: tensions in commitment. *The International Journal of Public Sector Management*, 13(4), 333-341.
- Waddell, D.M., Cummings, T.G. and Worley, C.G. (2000). *Organisation Development and Change*. Melbourne: Nelson Thomas Learning.
- Wilmot, R., & Galford, R. (2007). A commitment to trust. *Communication World*, 24(2), 34– 42.
- Worrall, L., Parkes, C., & Cooper, C.L. (2004). The impact of organizational change on the perceptions of UK managers, *European Journal of Work and Organizational Psychology*, 13(2), 139-163.
- Xu, X., Payne, S. C., Horner, M. T., & Alexander, A. L. (2016). Individual difference predictors of perceived organizational change fairness. *Journal of Managerial Psychology*, 31(2), 420–433.
- Yin, R.K. (2009). *Case Study Research: Design and Methods*. (4th Ed). Thousand Oaks, CA: Sage Publications,