Managing resistance to change is an important part of the success of all change efforts in each company. Dealing with resistance in large part will depend on your ability to recognize the real sources or causes of resistance to change. The following are some causes of resistance to change:

1. Threat of power on an individual level
2. Threat of power on an organizational level
3. Losing the control by employees
4. Increasing the control of the employees
5. Economic factors
6. Image, prestige and reputation
7. Threat of comfort
8. Job security
9. Reallocation of resources
10. Already gained interests of some organized groups in the company
11. Implications on personal plans
12. Too much dependence on others
13. Misunderstanding the process
14. Mistrust to initiators of change
15. Different evaluation and perception
16. Fear of the unknown
17. Organizational members’ habits
18. Previous Experience
19. Threat to interpersonal relations
20. Weakness of the proposed changes
21. Limited resources
22. Bureaucratic inertia
23. Selective information processing
24. Uninformed employees
25. Peer pressure
26. Skepticism about the need for change
27. Increasing workload
28. Short time to perform the change process