Development of organization is indispensable to encounter the changing requirements and competition. Change Management can aid organizations in bringing about change in their processes and people. People are considered considerably significant in the process of change, so their readiness for change matters a lot. This research probes the relationship of organizational commitment, social support and employees' readiness for proposed change.

The study was carried out in telecommunication sector of Pakistan. Data was collected through email and self-administered questionnaires. Correlation and regression were applied to check the hypotheses and to test the intensity of relationship among the variables. Results showed a significant relationship between organizational commitment and readiness of employees for change. Committed employees showed a high level of readiness for change. Social support delivered by peers at workplace is useful in building morale and reducing resistance for adapting the changed methods and procedures.

Social support significantly affects the change readiness. Response of one person may differ from that of other for the same change message and depends upon the cognitive structure of that person. Personality and culture are significant factors for change readiness. Problems related to readiness for change can be administered through a model called Five Message Component. Each component of this model can he analyzed and used for enhancing the degree of readiness for proposed change. There are many other factors which may influence the employees' readiness for change.

There is a need to study change agents, clarity of change message and initiation of change process. This study is groundwork for advance research to comprehensive level of generalization.