

The purpose of this research was to empirically examine the role that Political Intelligence plays in effectively managing organizational change, where the change studied were those changes that are introduced by the Higher Education Commission Pakistan for its recognized universities from time to time. Since organizational change is top-driven, the role of Political Intelligence is used by the upper management of universities was investigated. The research was conducted in two phases: Study I that involved development of the scales of the two conceptual variables of Effective Change Management and Political Intelligence. Study II followed, which was the main study and involved testing the research hypothesis that Political Intelligence has a role in Effective Change Management. The self-developed survey questionnaire was used to collect data from 98 persons working as vice chancellors, rectors, pro-rectors, deans, registrars, directors, heads of departments in nine universities of Islamabad.

Multiple regression analyses revealed that PI has a significant role in managing organizational change that supported the research hypothesis. Further analysis revealed that of the five dimensions of Political Intelligence, two were found to be significant in explaining Effective Change Management. Value and limitations of the study, as well as implications and venue for future research are provided