



Assessing the Impact of Employee Involvement in Change Interventions on Organizational Performance: A Case Study of the Reserve Bank of Malawi

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ABSTRACT :

In today's rapidly evolving business environment, organizations are increasingly required to improve performance while navigating continuous change. This study explores the impact of employee involvement in change interventions on organizational performance, using the Reserve Bank of Malawi as a case study. Through an integrative review, the research defines employee involvement and examines its relationship with performance outcomes, emphasizing the importance of participatory approaches in change management. The analysis incorporates perspectives on employee performance management, leadership styles, and strategic communication. Findings indicate that limited employee engagement during change processes can lead to decreased motivation, job dissatisfaction, and resistance to change. Conversely, inclusive and well-structured change interventions enhance employee performance, foster commitment, and contribute to sustainable organizational growth. The study also highlights the role of effective communication and leadership in facilitating successful change initiatives. Recommendations include institutionalizing employee involvement and strengthening internal communication systems. Areas for further research include examining the influence of leadership styles and the long-term effects of employee participation on organizational culture.

Keywords : Employee Involvement, Organizational Performance, Change Interventions, Leadership Styles, Strategic Communication.

Introduction

In today's dynamic organizational landscape, change is both inevitable and essential for survival and growth. Organizations must continuously adapt to technological advancements, market fluctuations, and regulatory shifts. The success of change interventions, however, is contingent upon their implementation and the degree of employee involvement. Employee involvement has emerged as a critical factor in facilitating effective change, fostering ownership, reducing resistance, and enhancing organizational performance.

Manei et al. (2018) conceptualize change as a behavioral transformation of the organization from one state to another, emphasizing the continuous renewal of direction, structure, and capabilities to meet evolving stakeholder needs. Despite its necessity, change often encounters resistance. Du Plessis and Mabunda (2016) highlight that most individuals prefer the comfort of routine, with only a minority embracing change, thereby posing challenges for change agents.

Involvement refers to the level of participation by members in an organization's decision-making processes. It also encompasses the sense of responsibility and commitment that such participation fosters (Denison, 2007). Involvement entails building human capacity, promoting ownership, and encouraging accountability. It is essential for cultivating a shared vision, values, and purpose within the organization.

Employee involvement, also known as participative management, refers to the extent to which employees share information, knowledge, rewards, and power across the organization (Randolph, 2000; Vroom & Jago, 1988). According to McShane and Von Glinow (2003), employee involvement grants individuals a degree of authority in decision-making processes that were previously beyond their scope. This influence extends beyond managing resources for one's own role and includes the ability to affect decisions at the team and organizational levels.

1.1 Background

The Reserve Bank of Malawi (RBM) was established through an Act of Parliament in July 1964 (Chapter 44:02 of the Laws of Malawi) and began operations in June 1965 in Blantyre. It succeeded the Federal Bank of Rhodesia and Nyasaland, which had previously served as the central bank of the Federation of Rhodesia and Nyasaland, comprising Southern Rhodesia (now Zimbabwe), Northern Rhodesia (now Zambia), and Nyasaland (now Malawi).

By 1981, when its headquarters were relocated to Lilongwe, the RBM had significantly expanded its operations, reflected in the growth of its total assets. In April 1989, the RBM Act was revised to redefine the Bank's principal functions in line with national economic priorities and government policies. Before this amendment, the RBM reported directly to the Treasury. However, the 1989 Act granted the Bank institutional independence under Section 4,

empowering it to conduct monetary policy autonomously, while fiscal policy remained under the Ministry of Finance. This arrangement required the RBM to ensure that fiscal developments aligned with monetary policy objectives.

In 1990, the RBM marked its 25th anniversary, having achieved substantial growth in assets and operations. The expansion of Malawi's financial sector further necessitated the construction of modern branch offices in Blantyre and Mzuzu, which were officially opened in November 1998 and May 2016, respectively.

1.2 Main Objective

The primary objective of this study is to evaluate the impact of employee involvement in change interventions on organizational performance at the Reserve Bank of Malawi. Specifically, the research aims to understand how employee participation influences individual and institutional outcomes, and how such involvement contributes to the success of change Interventions.

1.3 Specific Objectives

To achieve the main objective, the study will pursue the following specific goals:

1. To examine the strategies and mechanisms employed by the RBM to involve employees in change management interventions.
2. To assess the influence of employee involvement in change processes on individual-level outcomes.
3. To analyze the correlation between employee involvement in change interventions and overall organizational performance.

1.4 Significance of the study

This study holds significant value for both practical and academic purposes. For the Reserve Bank of Malawi (RBM), the research offers critical insights into how employee involvement in change interventions influences organizational performance and individual employee outcomes. In a period marked by strategic transformation including digitalization, risk management reforms, and organizational restructuring, understanding the role of employee involvement is essential for achieving sustainable development and institutional resilience.

The findings are expected to help RBM refine its change management strategies by identifying effective methods for involving employees in change processes. This can lead to improved job satisfaction, commitment, and performance among staff, ultimately enhancing productivity, efficiency, and policy effectiveness across the organization.

Beyond RBM, the study is relevant to other organizations undergoing change. It provides evidence-based recommendations for fostering employee commitment and acceptance, which are crucial for successful transformation. The research also contributes to the academic field by filling a gap in empirical knowledge regarding the relationship between employee involvement and organizational performance, particularly within the context of central banking institutions.

1.5 Scope of work

This study is organized into five chapters, each addressing a distinct aspect of the research. The scope is focused on assessing the impact of employee involvement in change interventions on organizational performance at the Reserve Bank of Malawi (RBM). It specifically examines how employees are engaged during change processes, the effects of their participation on individual outcomes such as job satisfaction and performance, and the broader implications for institutional productivity and effectiveness.

The study is limited to the context of RBM and does not extend to other financial institutions or sectors. It concentrates on current and recent change initiatives undertaken by the Bank, including digital transformation, organizational restructuring, and capacity-building programs. The research targets both management and staff members involved in or affected by these interventions. Data collection was confined to selected departments within RBM to ensure depth and relevance, using qualitative or mixed methods approaches such as interviews, surveys, and document analysis. The findings are intended to provide actionable insights for RBM and contribute to the broader academic discourse on change management and employee involvement.

2.0 Literature Review

Organizational Change and Employee Involvement at the Reserve Bank of Malawi

The integration of employee involvement into change management is well-supported in academic literature. Obiekwe et al. (2019) highlights its role in strengthening management-employee relations, which is particularly relevant in Reserve Bank of Malawi's hierarchical context. Khattak et al. (2012) identify Employee Involvement as a catalyst for innovation, aligning with RBM's digital transformation and financial inclusion goals. Apostolou (2000) points to the Japanese model, where employee participation is closely linked to national economic objectives a model that RBM could adapt to enhance competitiveness and policy coherence.

Organizational change is generally understood as the alteration of behaviors, ideas, and structures within an organization in response to internal or external pressures. Its primary aim is to enhance overall performance and may be initiated proactively through strategic planning or reactively in response to crises. Such change often entails profound transformation, impacting the core of the organization. In today's competitive business environment, these transformations are increasingly common, driven by the need for greater competitiveness, revenue growth, and sustainable development (Bailey et al., 2017).

The concept of employee involvement has been defined in various ways by different scholars, but all definitions converge on the idea of empowering employees to participate in organizational decision-making and improvement processes. Kumari and Kumari (2014) describe employee involvement as the process through which employees are enabled to take part in managerial decision-making and improvement activities appropriate to their positions within the organization. Price (2004) views it as a procedure that integrates participation, communication, and decision-making, leading to industrial democracy and employee motivation. He further emphasizes that employee involvement motivates individuals and enables them to add value effectively to organizational operations. Similarly, Sofijanov and Zabijakin–Chatleska (2013) define it as employee participation in decision-making and problem-solving, which enhances autonomy in work processes.

Employee involvement therefore reflects the practice of granting employee's greater authority and responsibility, allowing them to influence decisions that directly affect their work. This approach increases autonomy, fosters commitment, and enhances job satisfaction. Mitchell (1973) conceptualizes it as the sharing of decision-making authority between management and workers, while Marchington et al. (1992) argues that management initiates involvement to improve communication, strengthen commitment, and encourage contributions from employees. Locke and Schweiger (1979) define it as joint decision-making between managers and subordinates, whereas Mwiudi (2011) frames it as participatory management, shaped by organizational and leadership attitudes toward enabling employees to contribute. Agyeman (2012) similarly regards it as a managerial perspective on how employees can be empowered to support continuous improvement and organizational success. Nwachukwu (2006) adds that employee involvement secures worker commitment and indirectly ensures the survival of planned organizational change.

The Reserve Bank of Malawi (RBM), as the central bank of the Republic of Malawi, exemplifies this dynamic. Over the past decade, RBM has implemented a range of strategic change interventions to modernize its operations, strengthen regulatory compliance, and align with international financial standards. These initiatives include the adoption of advanced monetary policy tools, the rollout of digital transformation projects such as the Oracle Banking Digital Experience (OBDX), the establishment of an Enterprise Risk Management (ERM) framework, and organizational restructuring combined with staff capacity-building programs to enhance agility and workforce competence.

A significant milestone in this transformation was the engagement of PricewaterhouseCoopers (PwC) in 2014 to conduct a Business Process Re-engineering (BPR) exercise. This initiative resulted in the redesign of core systems, expansion of departments, and creation of new units to support the Bank's evolving mandate. These changes illustrate the broad scope of organizational transformation, which may involve shifts in mission, cultural change, operational restructuring, and strategic partnerships.

Employee involvement thrives in organizations that intentionally establish cultures, systems, and processes that value employee input and feedback (Kok, Lebusa & Joubert, 2014). However, the extent of involvement is influenced by cultural context. In high-power-distance cultures, decision-making is viewed as the exclusive right of top management, and subordinate participation may be seen as inappropriate. In contrast, low power-distance cultures assume that all individuals have equal rights to contribute to decision-making. Similarly, in individualistic cultures, decision-making is seen as a personal responsibility, while in collectivist cultures, decisions are often made and owned by the group (Sagie & Aycan, 2003).

2.1 Employee Involvement and the Effectiveness of Change Interventions in Zambia

Empirical evidence from Zambia across sectors such as public administration, manufacturing, and education consistently highlights employee involvement as a pivotal determinant of successful reform outcomes. For instance, research on the implementation of Kaizen practices in Zambian manufacturing firms revealed that operational improvements in productivity, quality, and equipment effectiveness were closely linked to the degree of employee participation. Despite the technical merits of Kaizen methodologies such as 5S, suggestion systems, and continuous improvement, the study identified employee attitudes and management support, particularly regarding involvement, as significant challenges. When employees were skeptical or felt excluded from the process, even well-designed systems failed to achieve optimal results.

Within the public sector, multiple studies indicate that limited employee participation in decision-making, inadequate communication, insufficient consultation, and political interference undermine both morale and service delivery. For example, research conducted in the Zambian Ministry of Agriculture found that voluntary turnover was influenced not only by compensation and working conditions but also by the lack of career development opportunities, ineffective leadership, and unsatisfactory work environments factors closely tied to the extent of employee involvement in decisions affecting their roles. The study recommended enhancing employee participation in decision-making as a strategy to improve job satisfaction, reduce turnover, and stabilize service delivery.

More broadly, analyses of public sector reform in Zambia suggest that the failure of many reform initiatives to achieve desired improvements in efficiency and service outcomes is attributable not only to design flaws but also to shortcomings in implementation specifically, insufficient attention to employee perspectives. Many reforms have been characterized by top-down approaches with limited feedback mechanisms or participatory structures. As argued in "Public Sector Reforms' Contribution to Poor Public Service Delivery in Zambia

Involving employees in decision-making brings authority closer to them, thereby increasing the likelihood of successful implementation of organizational policies. It also promotes harmony, motivates employees, and instills pride and self-esteem (Rice, 1987; Parshiadis, 1987; Ward & Pascarelli, 1994). At its core, participation creates opportunities under appropriate conditions for employees to influence decisions that directly affect them (McGregor, 1960). For this reason, employees who are impacted by decisions should be involved in both their formulation and implementation.

2.2 Impact of Employee Involvement on Productivity

The relationship between EI and productivity has been extensively documented. Cummings and Worley emphasize that EI leads to quicker, more responsive decisions, continuous performance improvements, and greater employee flexibility, commitment, and satisfaction. These outcomes are achieved through four key elements: power, information, knowledge and skills, and rewards all of which enable employees to contribute meaningfully to organizational goals.

Empirical studies reinforce this connection. Barinua and Obah (2022) found that employee consultation, involvement, and delegation significantly enhance organizational productivity. Their research, grounded in democratic participatory theory, concluded that EI fosters motivation, commitment, creativity, and job satisfaction—factors that directly influence performance.

Similarly, Patro (2015) argues that employee engagement, a derivative of EI, has a direct impact on productivity. Engaged employees are more likely to align with organizational values, collaborate effectively, and innovate within their roles. This emotional and cognitive investment translates into improved customer satisfaction, reduced turnover, and enhanced operational efficiency.

2.3 Leadership Styles and Employee Commitment

Research conducted at the Bank of Ghana reveals that transformational leadership styles positively influence employee commitment, which in turn enhances organizational performance. Leadership is widely recognized as a pivotal factor in determining organizational success or failure. Maritz (1997) posits that effective leadership is foundational to organizational excellence, while Bennis and Nanus (1985) argue that visionary leadership facilitates transitions, fosters commitment to change, and cultivates new organizational cultures and strategies.

Robinson (2006) suggests that employee engagement is fostered through environments that promote positive emotions such as pride and involvement, leading to improved performance, reduced turnover, and better employee well-being. Leadership is thus a multidimensional construct encompassing self-awareness, relational transparency, and ethical integrity (Gardner, 2005). Committed employees are less likely to exhibit absenteeism or tardiness (Davenport, 2010), and are more inclined to align with organizational goals and exert discretionary effort (Gbadamosi, 2003; Allen & Meyer, 1996; Porter et al., 1974).

Organizational commitment also enhances motivation and work behavior. Dumdum, Lowe, and Avolio (2002) found that leadership style is positively correlated with employee attitudes and behaviors at both individual and organizational levels. Balakrishnan et al. (2011) demonstrated that both transformational and transactional leadership styles are associated with increased organizational commitment. Guang-lu, Pu, and Yong (2012) further affirm that transformational leadership is positively linked to commitment across diverse organizational contexts.

2.4 Theoretical framework

The theoretical foundation of this study is built upon several key theories that explain the dynamics of organizational change, employee involvement, and performance outcomes. These theories provide a conceptual framework for understanding how employee involvement and engagement in change processes influences institutional effectiveness.

2.4.1 Lewin's Change Management Model

Kurt Lewin's three-step model Unfreeze, Change, refreeze is one of the most widely used frameworks in organizational change. It emphasizes the need to prepare individuals for change (unfreeze), implement the change (change), and stabilize the new state (refreeze). Employee involvement is critical during all three stages, particularly in reducing resistance and fostering commitment to new practices. Lewin's model highlights the psychological and behavioral aspects of change, making employee participation essential for successful transformation.

2.4.2 Organizational Development (OD) Theory

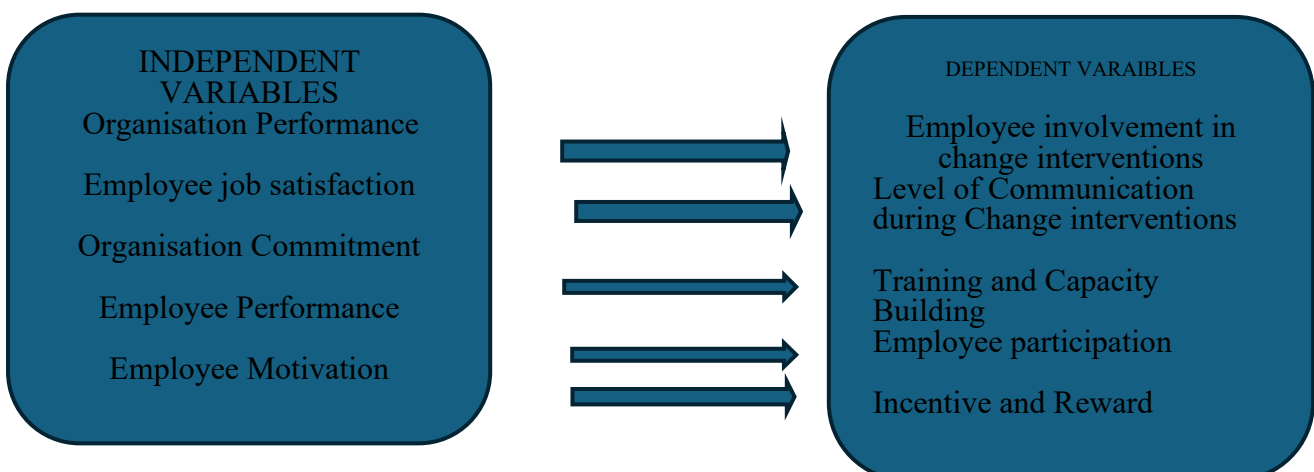
Organizational Development theory focuses on planned change aimed at improving organizational effectiveness and health. It emphasizes the role of human processes, including communication, leadership, and group dynamics. Employee involvement is a central component of OD interventions, which seek to align individual and organizational goals. According to French & Bell (1999), OD interventions succeed when employees are actively engaged in diagnosing problems and implementing solutions.

2.4.3 Empowerment Theory

Empowerment theory explains how granting employees' autonomy, access to information, and decision-making authority leads to increased motivation and performance. It supports the idea that empowered employees are more adaptable and committed to organizational goals, especially during change initiatives. Thomas & Velthouse (1990) define empowerment as a set of motivational constructs that enhance intrinsic task motivation.

2.4.4 Conceptual Review

Figure 1.0: The Conceptual Framework



Independent Variables

a) Employee Involvement in Change Interventions → Organizational Performance

One of the primary independent variables in this study is the level of employee involvement in change initiatives, which refers to the extent to which employees are engaged in planning, decision-making, and implementation during organizational changes. The corresponding dependent variable is organizational performance, which can be measured through key performance indicators such as efficiency, service delivery quality, innovation, and goal achievement. The relationship assumes that greater employee involvement leads to better organizational outcomes, as staff are more likely to support and effectively implement changes when they have been part of the process.

b) Level of Communication During Change → Employee Job Satisfaction

The level of communication during change serves as another important independent variable, focusing on how frequently and transparently leadership communicates with employees during organizational transitions. The dependent variable in this case is employee job satisfaction, which reflects how content employees feel about their roles and work environment. Effective communication is crucial in minimizing uncertainty and fostering trust, which in turn enhances job satisfaction. Employees who are well-informed about changes are more likely to feel secure, valued, and satisfied in their positions.

c) Training and Capacity Building Provided During Change → Employee Performance

Another key independent variable is the training and capacity building provided during change initiatives, which refers to efforts made by the organization to prepare employees through workshops, skill development sessions, and on-the-job support. The related dependent variable is employee performance, which includes how well employees meet their responsibilities, adapt to new systems, and contribute to organizational goals. Proper training enhances employees' ability to cope with change and boosts their confidence, resulting in improved productivity and work quality.

d) Employee Participation in Decision-Making → Organizational Commitment

Employee participation in decision-making during change is a critical independent variable that emphasizes the involvement of employees in making key decisions that affect their roles and the organization. The dependent variable associated with this is organizational commitment, which measures the level of emotional attachment, loyalty, and sense of belonging employees have toward the institution. When employees feel their opinions are valued and considered, they are more likely to develop a stronger commitment to the organization, which is essential for long-term retention and morale.

e) Recognition and Reward for Change Contribution → Employee Motivation

The final independent variable is recognition and reward for employee contribution to change, which includes both monetary and non-monetary incentives given to employees who actively engage in or lead change initiatives. The corresponding dependent variable is employee motivation, reflecting the internal drive and enthusiasm employees have toward their work and change efforts. Recognizing employee efforts helps reinforce positive behavior, increases morale, and motivates others to take an active role in future organizational developments.

Dependent Variables

a) Organizational Performance

Organizational performance refers to how effectively the institution achieves its strategic and operational goals. In the context of change interventions, this can include improvements in service delivery, operational efficiency, compliance with regulations, and overall productivity. It is a key outcome used to assess whether employee involvement contributes positively to the bank's success and institutional effectiveness.

b) Employee Job Satisfaction

Job satisfaction measures how content and fulfilled employees feel in their roles. It encompasses factors such as work environment, role clarity, communication, and recognition. When employees are involved in change processes, their sense of contribution and control increases, which often leads to greater satisfaction. This variable is crucial for understanding how change management impacts employee morale and retention.

c) Organizational Commitment

Organizational commitment refers to the emotional attachment and loyalty that employees have toward their organization. High levels of commitment often result in lower turnover rates, higher productivity, and more proactive engagement with institutional goals. This variable helps assess whether involving employees in change interventions increases their willingness to stay with and support the organization long-term.

d) Employee Performance

Employee performance focuses on how well individuals carry out their job responsibilities and contribute to departmental or institutional goals. It can be assessed through performance evaluations, productivity metrics, or supervisor feedback. This variable helps determine whether involving employees in change initiatives leads to tangible improvements in individual output and efficiency.

e) Employee Motivation

Employee motivation refers to the internal drive and enthusiasm that individuals have toward their work. Motivation affects productivity, creativity, and responsiveness to change. As a dependent variable, it helps assess whether strategies like involvement in decision-making, communication, and recognition during change efforts positively influence how motivated employees feel to perform well and embrace institutional reforms.

3.0 Findings and Discussion

To enhance organizational performance, one of the key interventions has been the adoption of advanced digital platforms, notably the Oracle Banking Digital Experience (OBDX). This platform empowers the Reserve Bank of Malawi (RBM) and the financial institutions it oversees to offer secure, efficient, and user-friendly digital services.

The deployment of OBDX aligns with RBM's strategic objective to improve operational efficiency. It achieves this by automating critical processes, minimizing dependence on manual procedures, and enabling quicker decision-making. With its robust digital infrastructure, OBDX streamlines internal

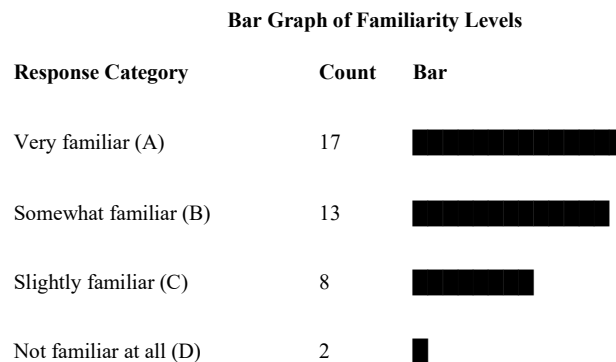
workflows and enhances service delivery to stakeholders such as commercial banks, government entities, and other financial institutions. Additionally, the platform supports real-time transaction tracking, digital onboarding, and full integration with other financial systems capabilities that are essential in a modern regulatory framework.

From a national standpoint, RBM's digital transformation significantly contributes to financial inclusion and supports the goals of the National Financial Inclusion Strategy (NFIS). OBDX facilitates the creation and distribution of innovative digital financial services that reach underserved communities, including those in remote areas. Through mobile banking, digital payments, and secure online platforms, more Malawians can access financial services, promoting broader economic participation and helping to alleviate poverty.

Furthermore, these digital initiatives are in line with Malawi's Vision 2063, which emphasizes the development of a digitally driven economy. By implementing secure and scalable platforms like OBDX, RBM enhances the resilience of the national payment system, strengthens cybersecurity, and ensures compliance with both domestic and international regulatory standards. These advancements are crucial for maintaining financial stability and building public trust in the financial system.

In addition, the study discovered that the Enterprise Risk Management (ERM) Framework is another interventional change that has been entrusted by Reserve Bank, according to Head of department in Human Resource ERM is a structured and comprehensive approach used by Reserve Bank to identify, assess, manage, and monitor risks that could impact the achievement of strategic objectives. It provides a unified view of risk across all departments and functions, enabling better decision-making and improved resilience.

Figure 2 showing the familiarity with the change interventions



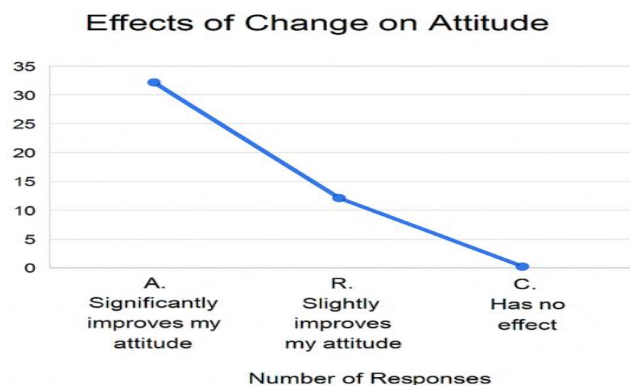
The study reveals that the Reserve Bank of Malawi (RBM) employs various strategies to promote employee involvement in organizational change initiatives. One notable approach includes the use of memos and general notices, which are distributed across multiple dashboards. These communications outline upcoming interventions aimed at addressing employee needs and expectations. All 40 participants across different regions confirmed receiving such memos and notices, particularly regarding initiatives like Enterprise Resource Planning (ERP) systems.

In addition to written communications, RBM organizes a range of workshops designed to build staff capacity. Several respondents highlighted that these workshops focused on digital transformation and organizational restructuring. These efforts are often integrated with training programs to enhance employee agility and competence, contributing to a more adaptive and skilled workforce.

The study further found that employee participation in change interventions significantly boosts job satisfaction. This is evidenced by the bank's recent financial performance, which showed a substantial increase in profits following the implementation of employee involvement strategies. According to the Head of Economics at RBM, the bank experienced a revenue growth from 5% to 15%, attributing this improvement to more efficient and accelerated daily operations driven by empowered employees.

Employees themselves expressed appreciation for the bank's inclusive approach to change management, noting that being involved in decision-making processes made them feel respected and valued. This sense of recognition has, in turn, contributed to higher levels of job satisfaction and organizational commitment.

Figure 3: Graph Showing effects of change on attitude



The study has revealed that the Reserve Bank of Malawi (RBM) has undertaken a series of strategic interventions aimed at enhancing organizational performance. These interventions include:

- **Digital Transformation Initiatives**, notably the implementation of the Oracle Banking Digital Experience (OBDX), which seeks to modernize operational processes and improve the delivery of financial services.
- **Enterprise Risk Management (ERM) Framework**, introduced to strengthen risk governance structures and facilitate proactive risk mitigation strategies.
- **Organizational Restructuring and Staff Capacity Building**, designed to improve institutional agility and enhance the competence of the workforce.
- **Monetary Policy Modernization Tools**, developed to increase the effectiveness of monetary policy and contribute to broader economic stability.

Collectively, these initiatives have contributed to improved organizational efficiency, responsiveness, and overall performance.

3.1 Employee Involvement in planning processes enhances maximum job satisfaction

In addition, the study notes that employees have been involved in planning processes of the interventions and this makes it easier for them to follow proceedings of the change in addition to this enhances ownership as well as maximum job satisfaction as shown in the figure below

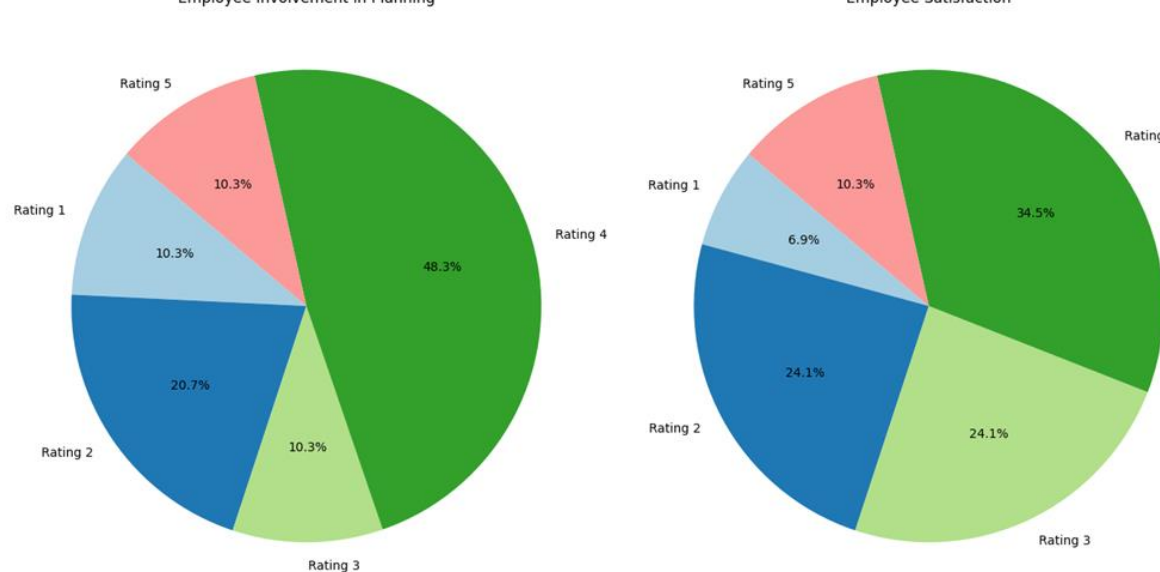


Figure 4: showing employees involved in planning processes enhances maximum job satisfaction

From the above it is evident that level of employment in planning is high at Reserve Bank, and this has contributed to employee satisfaction which has enhanced organization performance in one way or the other

Employee Involvement

- Rating 4 dominates, indicating strong perceived involvement.
- Lower ratings (1 and 2) are present but less frequent.

Employee Satisfaction

- It also shows a high frequency of Rating 4, but with slightly more variation.
- Rating 3 appears more often than in the involvement chart, suggesting moderate satisfaction levels.

Interpretation:

There seems to be a positive correlation between involvement and satisfaction – higher involvement tends to align with higher satisfaction. However, the presence of moderate ratings in satisfaction suggests that involvement alone may not fully account for employee contentment.

The study further highlights that RBM employs multiple strategies to ensure employee involvement in the implementation of these changes. These strategies include the dissemination of memos, the organization of meetings, and the use of virtual and video conferencing platforms. Such approaches promote transparency, facilitate communication, and encourage active participation among employees.

Employee involvement has been found to play a critical role in enhancing organizational performance. It contributes to more informed decision-making, increases job satisfaction and employee commitment, and fosters a sense of ownership and accountability. However, the study also identifies key challenges that may hinder the success of these interventions. These include resistance to change among some employees and instances of disorganized decision-making processes, which can undermine the effectiveness of the implemented strategies.

4.0 Recommendations

Institutionalize Employee Involvement in Strategic Change Initiatives

The Reserve Bank of Malawi (RBM) should adopt a structured and systematic approach to embed employee participation in all major strategic change initiatives. Effective communication remains a critical enabler of successful change management. To this end, the Bank should enhance and formulate policies that promote best management practices, specifically aimed at encouraging and sustaining employee involvement in organizational change processes.

Furthermore, RBM should invest in strengthening its internal communication systems to ensure that employees are consistently informed about the objectives, timelines, and expected outcomes of any intervention. This will not only foster transparency and trust but also enhance employee engagement and cultivate a culture of shared ownership and accountability across the institution.

5.0 Conclusion

In conclusion, the Reserve Bank of Malawi can significantly enhance organizational performance by institutionalizing employee involvement in strategic change initiatives. Strengthening internal communication, investing in staff capacity-building, and recognizing employee contributions are essential to fostering a culture of engagement and trust. It is recommended that the Bank adopt a structured change management framework that includes participatory planning, transparent communication, and continuous training. Additionally, implementing a robust Monitoring and Evaluation (M&E) system will ensure accountability and guide future improvements. These strategies will not only support successful change implementation but also build a resilient, motivated, and future-ready workforce.

5.1 Areas for Further Study

1. Explore the Role of Leadership Styles in Facilitating Employee Involvement

Future research could examine how different leadership styles influence the effectiveness of employee involvement during organizational change. Understanding the relationship between leadership approaches and employee engagement can provide valuable insights for designing more inclusive and adaptive change strategies.

2. Examine the Long-Term Effects of Employee Involvement on Organizational Culture

Another important area for future investigation is the long-term impact of employee involvement on organizational culture. Research in this area could explore how sustained participation in change processes shapes values, behaviors, and norms within the institution, and whether it contributes to a more resilient and innovative organizational environment.

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