**Stakeholders Theoryand Its effects on Organization'sTechnological Change**

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**ABSTRACT**

*This paper intends to investigate the effectiveness of the Stakeholders Theory in the organizational process of Technological change. It focuses on the importance of involving every stakeholder in the decision-making process. This focal point will be interpreted through integrating the Systems Theory with the organization's adaptive stage. It also shows how the Board of Directors (hereinafter, BODs)[[1]](#footnote-2)and the executives manage this change and apply leadership skills when dealing with each stakeholder. This research deploys the stakeholders’ theory specifically focusing on shareholders, investors, management, employees and customers.The anticipated findings indicatethat the application of governance theories and specially stakeholders’ theory is highly impactful. This paper intends to compare the typical outcomes based on literature with outcomes based on real life applications of organizational technological change. It shall be interpretedthrough aselection of change management models, CVC[[2]](#footnote-3) analysis and technological change models.Moreover, measurements of the outcomes for eachstakeholder's participation will be presented through (e.g. employees performance, ROI[[3]](#footnote-4), etc.).*

***Keywords****: Organizations, Technology, Organizational change, Stakeholders Theory, Stakeholders.*

1. **Board of Directors**: is a recognized group of people who jointly oversee the activities of an organization, which can be either a for-profit business, nonprofit organization, or a government agency. (Wikipedia, 2018) [↑](#footnote-ref-2)
2. **Customer Value Chain**:an original methodological tool that enables design teams in the product definition phase to comprehensively identify pertinent stakeholders, their relationships with each other, and their role in the product's life cycle. (Donaldson, Ishii, Sheppard, 2006) [↑](#footnote-ref-3)
3. **Return on Investment:**is a performance measure used to evaluate the efficiency of an investment or compare the efficiency of a number of different investments. (Investopedia, n.d.) [↑](#footnote-ref-4)