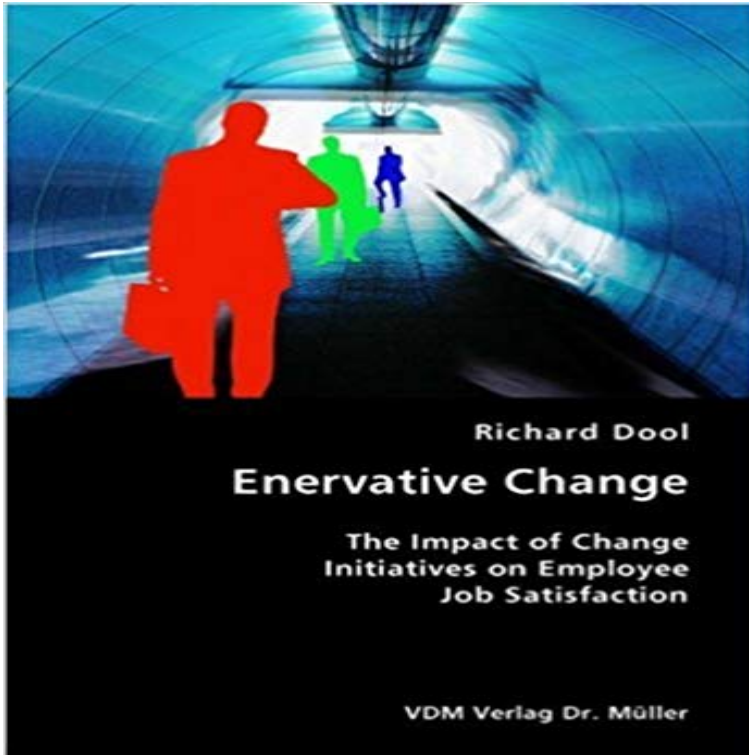


Enervative Change- The Impact of Change Initiatives on Employee Job Satisfaction



The primary purpose of this book was to research the impact of stressors related to continuous change and persistent change initiatives, hypothesized as enervative change, specifically on the employees level of job stress and job satisfaction. A matrix was developed to identify change groups. The matrix represents four potential states of an organization (business as usual, reactive, adaptive and enervative) related to their change profile and levels of stress. The findings support the concept of enervative change. The enervative change group had the highest level of change initiatives, the highest level of personal impact by the change initiatives and the lowest level of job satisfaction. Further, the study supported prior studies that had found a direct inverse relationship between change, job stress, and job satisfaction and the studies that have identified stress frequency as the larger contributor to employee stress. Utilizing U.S. Military research into combat stress and the research into the adaptive enterprise, a new change management framework (C5) is proposed as means to offset the debilitating impact of enervative change on employee job satisfaction.

Hansen Family Farm
Japanese Black Trifele

We are happy to provide quality fresh fruits, vegetables, Grass-fed and Finished Beef, Naturally & Humanely raised Pork, Pastured Chickens, and Cage Free Eggs to Clackamas County sustainably on our small acreage.

We strive to provide vegetables that grow well in our climate ensuring the best tasting local food available. We prefer to grow old-fashioned and rare varieties of vegetables believing that they are the best to offer but do also grow a very select, few varieties of hybrids, but they are counted on one hand! Much of what we grow, we save the seed of every year and re-offer it to members of the Seed Savers Exchange.

We thank all of you, the “locavores”, food enthusiasts, market goers, and home chefs for making our goal of fresh, local, fruits and veggies sustainably a reality.

Latest News....

Phil and Christie Hansen

2015 is off to a great start! We are looking forward to what this year has to offer!

All our efforts are gearing up to get the growing season started...from ordering/starting/transplanting seeds, planning rotation crops for the fields, cleaning the greenhouses and field equipment, and clearing the fields! There is not a dull

day here on the farm!

Planning for garden start varieties is in full swing also. This year we will be offering many of our favorite heirlooms, open-pollinated, and hybrid varieties that we have grown for the past 10+ years as well as many new-to-us varieties. We are diligent to not purchase, offer or grow GMO seeds or food.

Our mix of garden starts includes many different varieties of tomatoes, cucumbers, peppers, ground cherries, pumpkins, melons, flowers and other great things for your garden! Most, if not all, varieties are tried and true for our Pacific Northwest valley climate. Check out the Garden Start page for a printable list of varieties available. Or go directly to a specific list at our Tomato, Pepper, and Other garden start pages.

We grew over 100 heirloom/open-pollinated Pepper varieties and 125+ varieties of heirloom/open-pollinated Tomatoes in 2014! Not counting the numerous other garden necessities like heirloom flowers, cucumbers, summer and winter squash, herbs, and melons amongst other rare and hard to find vegetables! In 2015 we will continue with the tradition we've started and will be planting and growing almost all the varieties that have been started so that even if you don't buy a plant you have a chance to taste a range of different flavors!

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