

SOS POLITICAL SCIENCE AND PUBLIC ADMINISTRATION

MBA HRD 404

SUBJECT NAME: MANAGING CHANGE IN
ORGANIZATION

UNIT V

TOPIC NAME: ORGANIZATIONAL CHANGE & OVERVIEW

Organizational Change



ORGANIZATIONAL CHANGE

refers to a modification or transformation of the organization's structure, processes or goods.



ORGANIZATIONAL CHANGE

is defined as change that has an impact on the way work is performed and has significant effects on staff.



ORGANIZATION CHANGES

CAN BE:



- *In the structure of an organization*
- *In the structure of an organizational operation and size of a workforce*
- *In working hours or practices*

ORGANIZATION CHANGES CAN BE:

- *In the way roles are carried out*
- *In the scope of a role that results in a change in the working situation, structure, terms and conditions or environment.*



TYPES OF CHANGES:

1. Planned Change

2. Unplanned Change



Planned Change



is change resulting from a deliberate decision to alter the organization. It is an intentional, goal – oriented activity.



Unplanned Change

*is imposed on the
organization and is
often unforeseen*

Organizational Development

OD is a planned approach to improve employee and organizational effectiveness by conscious interventions in those processes and structures that have an immediate bearing on the human aspect of the organization.



Features of Organizational Development

1. OD is an educational strategy that attempts to bring about a planned change.
 2. OD related to real organizational problems instead of hypothetical cases.
 3. OD related uses sensitivity training methods and lay emphasis on the experiment of based training.
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- An illustration of a meeting. Several 3D orange stick figures are seated around a table, some with laptops. In the background, there is a bar chart with a tall red bar and a shorter yellow bar. The scene is set in a modern office environment.

Features of Organizational Development

4. Its change agents are almost external consultants outside of the organization.



5. The external change agents and internal organizations executives establish a collaborative relationship that involves mutual trust, influence and jointly determined goals.

2 FORCES FOR CHANGE **IN ORGANIZATION:**

1. External Forces

2. Internal Forces



External Forces

- *Technological change*
- *Globalization*
- *Social & Political changes*
- *Workforce diversity*



Internal Forces

- *Changes in managerial personnel*
- *Declining effectiveness*
- *Changes in work climate*
- *Deficiencies in existing system*
- *Crisis*
- *Employee expectation*



PROCESS OF CHANGE

UNFREEZING

Reducing
forces for
status quo.

CHANGE

Developing
new attitudes,
values &
behavior.

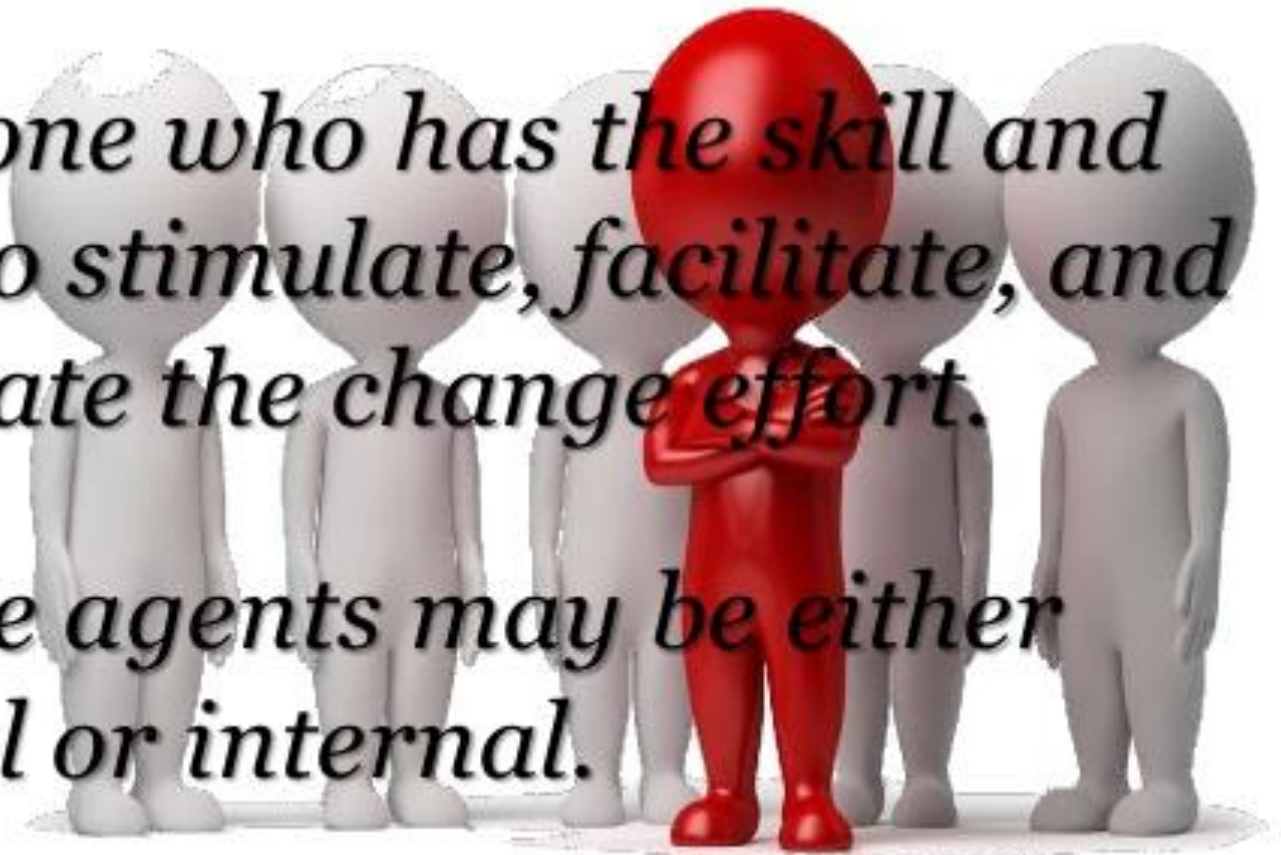
REFREEZING

Reinforcing
new attitudes,
values &
behavior



CHANGE AGENT

- *is anyone who has the skill and power to stimulate, facilitate, and coordinate the change effort.*
- *change agents may be either external or internal.*



ROLES OF CHANGE AGENT

1. Consulting

As a consultant, the manager places employees in touch with data from outside the organization or helping organization members to generate data from within the organization. The overall purpose is to help employees find solutions to problems through analysis of valid data.



ROLES OF CHANGE AGENT

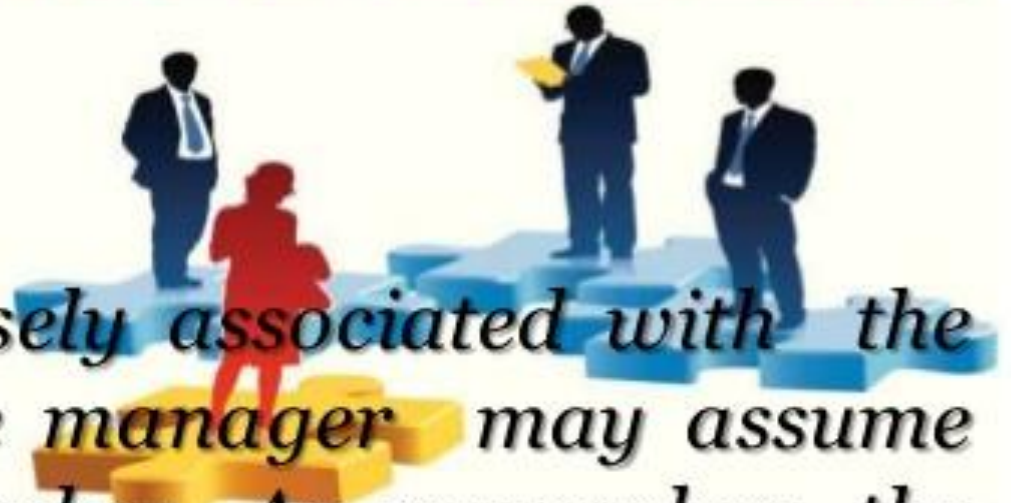
2. Training

- *to help organization members derive implications for action from the present data and.*
- *to provide organization members with a new set of skills—the ability to retrieve, translate, and use new data to solve future problems.*



ROLES OF CHANGE AGENT

3. Research



• Finally, and closely associated with the previous role, the manager may assume the role of researcher. As researcher, the manager may train organization members in the skills needed for valid evaluation of the effectiveness of action plans that have been implemented.

THANK YOU