

Managing organizational change: annotated bibliography research paper example

[Business](#), [Management](#)



B. Leban & R. Stone. (2008). *Managing Organizational Change*. Hoboken, New Jersey: John Wiley & Sons.

The book written by Leban and Stone describes various theories, techniques, processes and concepts for managing change. The authors describe various ways by which organizations can implement and manage change very effectively. Leban and Stone in their book covered all important aspects related with organization change management for example need for bringing change, identification of suitable change, development of change plan and implementation of the plan to generate desired results etc. the book is written in very clear language and easy for readers to understand. The book gives a great insight on various issues arises while implementing change and uncertainties associated with the change management in the different types of organization.

Duke, M. (2010, January 28). Walmart Corporate. Retrieved August 18, 2012, from [www.walmartstores.com](http://www.walmartstores.com/pressroom/9623.aspx): <http://www.walmartstores.com/pressroom/9623.aspx>

This source is a memo written by Mike Duke, Chief Executive Officer and President of Walmart. On 28 January 2010, Duke informed Walmart employees about upcoming organizational changes through this writing piece. Duke in this memo informed all employees about changing business environment and need for bringing organizational changes. The content of memo emphasized upon generating a need for change and how change will help in making organization more competitive. Duke also addressed different types of changes how those changes will be implemented in the organization.

Ford. (2008). One Ford: Ford Motor Company Annual Report. US: Ford Motor Company.

This source is 2008 Ford annual report. The annual report informed general public and all readers about the performance and major activities of the company for respective financial year. The annual report detailed out all organizational changes implement in the company. The report also talks about necessity of those changes and how those changes impacted organizational performance. The changes implemented in the Ford and results of those changes are covered in this annual report.

G. H. Litwin & R. A. Stringer. (1968). Motivation and organizational climate. Boston, MA: Harvard Business School Press.

The book presented by Litwin and Stringer in year 1968 is focused on organizational culture, leadership style and human resource management. The book was written long time back but still able to inform reader about effective leadership style. Authors describes why some leaders are able to manage their human resources very effectively while others not. According to the authors motivation plays a major role in effective utilization of employee's skills and to make them more productive. Authors in the book covered how effective leaders build healthy organizational culture and motivate their employees.

G. T. Savage, T. W. Nix, C. J. Whitehead & J. D. Blair. (1991). Strategies for assessing and managing organizational stakeholders. Academy of Management Perspective, 61-75.

Savage, Nix, Whitehead and Blair in this article emphasized upon stakeholder management. The authors in their article describe how various

companies can improve their performance and build core competencies by managing their stakeholders efficiently. The article describes various types of stakeholders and their roles in success of organizations. Stakeholders impact various actions of the organization and make those actions in favor of organization. All activities like human resource, corporate social responsibility, marketing, production, operations etc. get influenced by stakeholders hence their management and healthy relationship with all stakeholders is necessary.

Harigopal, K. (2006). *Management of Organizational Change: Leveraging Transformation*. New Delhi: SAGE.

This book written by Harigopal covers all major elements related with organizational change management. The book gives ample information on various processes and strategies essential for successful implementation of change. The book elaborates upon various forces and nature of changes; why changes are essential for organization; and how identified changes can be implemented in the organization. Harigopal in the book very efficiently described the phase of transformation when existing process also need to be managed while implementing the change. According to the author the change create lot of disturbance in existing activities hence proper management is very essential.

Hassin, A. (2010). *Effective Diagnosis in Organization Change Management*. *Journal of Business Systems* , 23-29.

Ahmed Hassin in his article “ Effective diagnosis in organizational change management” describes the importance of organizational changes and identification of right type of changes. According to the author organizations

are facing tremendous pressure to meet the increasing demands of consumers and various other stakeholders. Changes are necessary to fulfill rising demands of various stakeholders. Diagnosis of change plays a major role in successful implementation of the change. The author emphasizes on right analysis of available data to identify the appropriate solution for the problems.

Howard, A. (1994). *Diagnosis for organizational change: Methods and models*. New York: The Guilford Press.

Howard in the book "Diagnosis for organizational change: Methods and models" described various methods and processes related with organizational change management. Change methods and models elaborated by the author were utilized by various behavioral practitioners; the author also described complexities associated with all methods. The book focuses on three essential elements of change: organizations' condition in global environment; contribution of stakeholders; and effective management of employees and their motivation. The author covered all essential elements required for successful identification and implementation of changes.

L. Crawford & A. H. Nahmiase. (2010). Competencies for managing change. *International Journal of Project Management*, 405-412.

Crawford and Nahmiase in their article "Competencies for managing change" described change management from a project management point of view. The authors covered various project management techniques and processes that can be utilized in implementing changes in organizations. The authors established a relationship between project management and change management by emphasizing on various benefits of project management

techniques that can be utilized in change management process. According to Crawford and Nahmiase organizational changes involve various processes and impacts various organizational activities therefore it is essential to use effective project management techniques for successful implementation of changes.

Luft, A. (2010, Mar 3). GM authority. Retrieved November 20, 2012, from gmauthority.com: <http://gmauthority.com/blog/2010/03/gm-announces-major-organizational-changes-to-gm-north-america-with-org-chart/>

This source written by Alex Luft describes various organizational changes implemented in General Motor North America. The source informs readers about need of changes and why changes are necessary for the organization. Luft described all type of changes that will be implemented in General Motor's North America along with description of changes. The author very clearly described how changes will be implemented.

M. Beer & B. Spector. (1993). Organizational diagnosis: Its role in organizational learning. *Journal of Counseling and Development* , 642-650. Beer and Spector in this article " Organizational diagnosis: Its role in organizational learning" describes the importance of right diagnosis of desired change in the organization. the authors elaborated certain elements like organizational culture, employee's behavior that play a major role in change diagnosis. These elements work as catalyst in continuous improvement and change process. Authors developed a framework for " learning diagnosis" that can be utilize in large scale organizations. Articles covered various difficulties associated with organizational diagnostic along with various opportunities.

M. Godwyn & J. H. Gittell. (2012). *Sociology of Organizations: Structures and Relationships*. Los Angeles: Pine Forge Press, SAGE.

Godwyn and Gittell in their work “ *Sociology of Organizations: Structures and Relationships*” thoroughly talks about sociological theories, their diverse approach and application of these theories on organizational studies. Authors have tried to present a new approach in respect of sociological interlace and its relation with the organizational studies ans well as arena. It seems that both the authors have applied their skills in doing research and then presented their views in the present book.

Motor, G. (2009). *Annual Reports: Vision in Motion*. US: General Motor Company.

This source is 2009 annual report of General Motors. General Motor’s annual report includes all important highlights of 2008 year along with complete review of organizational performance. Annual report detailed out all major change activities implemented by the organization. Annual report provides information on results and effectiveness of change activities implemented by General Motor. Annual report detailed out how changes implemented in the organization generated efficient financial results.

P. Dawson & C. Andriopoulos. (2009). *Managing Change, Creativity and Innovation*. London: SAGE.

This book gives an insight on the change and innovation management. The book suggests that both the authors have done extensive research on this subject before writing this book. Authors are well known scholars and known for their extensive work in this area. The book seems to be helpful for the management students, management professionals, and several other people

who are related to corporate sector. Authors have presented their views in the changed scenario with a focus on change, creativity and innovation that is related to the field of management.

Palmer, I. (2005). *Managing Organizational Change*. Delhi: Tata McGraw-Hill Education.

Palmer in his book "Managing Organizational Change" describes various theories, process and methods related with change management. The book provides complete knowledge on organizational change management process. Different chapters of the book elaborate various activities of change management for example identification of change, formation of change strategy, successful implementation of change and change communication. Author elaborates various difficulties faced by the organizations while implementing change and how organizations can handle these difficulties.

R. A Paton & J. McCalman. (2008). *Change Management: A Guide to Effective Implementation*. London: SAGE.

Paton and McCalman in their book "Change Management: A Guide to Effective Implementation" describes how desired change can successfully implement in the organizations. The authors developed a change framework that can be utilized by various different types of organizations. The framework provided by the authors can be applied on any change models to yield desired results. The book describes step by step approach to change management.

Schwartz, A. (1981). *Security Interests and Bankruptcy Priorities: A Review of Current Theories*. Hein Online .

Schwartz in his article "Security Interests and Bankruptcy Priorities: A

Review of Current Theories” covers various aspects related with bankruptcy. The author describes certain situations where companies filed for bankruptcy. The author also covered legal and economical aspects related with bankruptcy.

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