

Managing change

Business



Managing organizational change Changes should not happen spontaneously, especially if we talk about organizational change. If changes happen suddenly, the outcomes can't be predicted. Thus, if the change is inevitable and should happen, it should be thoroughly planned and supervised. Change management is an approach that helps guarantee that changes are thoroughly planned, correctly implemented and will bring positive results. The approaches of change management may be different for different companies, but there are common rules, which should be followed in every organization: according to Reh, " The secret to successfully managing change, from the perspective of the employees, is definition and understanding" (Reh). Every department of the company should be involved in the process of change. Human resource management plays a very important role in the process of organizational change. When the change is implemented there is always a necessity in personnel training. Human resources department provides expertise in coordinating change and organizes personnel training. HR managers help employees understand their new roles in the company that underwent change and influence their perception of change that is very important for every company: Reh states: " an individuals degree of resistance to change is determined by whether they perceive the change as good or bad, and how severe they expect the impact of the change to be on them. Their ultimate acceptance of the change is a function of how much resistance the person has and the quality of their coping skills and their support system" (Reh). The department implements personnel selection as the changes, which are implemented, usually demand hiring new specialists. Appropriate human resource management helps implement successful organizational change.

Reference

Reh, F. John. (n. d.). Managing Change: Managing Peoples Fear.

Change is natural and good. Reaction to change is unpredictable, but manageable. Retrieved June 25, 2003 from <http://management.about.com/cs/people/a/MngChng092302.htm>