

Organizational behavior



**ASSIGN
BUSTER**

Organizational Behavior ID] [Lecturer] Suppose you wanted to change your organization's culture. What sort of resistance would you expect from employees? How would you deal with this resistance? To what extent is culture manageable? Changeable?"

An organization's culture could be changed if there is proper vision put into practice. Implementation of already laid down objectives is indeed what is very significant from such a perspective. The resistance that could be had from employees is that they would not in essence accept the 'forced' change which is being put upon them. They would show their displeasure at the changing regimes and would put up all sorts of tantrums which they could gather at their end. The resistance could be severe as well when trade unions and the like protest their anger and shut down on work in a swift manner, thus halting the organizational domains in an excessive manner. The need is to deal with resistance in such a manner that will make both the parties happy. (Berkowitz, 2003) The employees as well as the organizational top heads must reach a consensus as to what exactly could be summed up as a compromising situation. Culture is manageable to the extents that it does not hinder the employees' working space and it is changeable if all the above mentioned parties in unison agree with the notion that the organization's success is more important than their individual preferences.

2) " Can organizations prevent resistance to change? If so, how?"

Organizations can prevent resistance to change if they pre-empt the moves that the employees and stakeholders will take in the event of a changing scenario looming large in their face. The organizations can find out how the people concerned would react when change is put upon them and how they would show their pleasure or the lack of it within the contexts of their

personal lives and more importantly at the workplace. This is significant since organizations pose a number of problems for the employees both on the domestic as well as official fronts and change in any such situation could work towards creating problems for them, no matter within the short term or in the longer scheme of things.

3) Drawing from your answers above, comment the role of organizational culture in significant change.”

The cultural change aspect needs to be embedded in a clear and concise manner within the realms of an organization so as to extract the best possible results, both in the short term as well as in the long run.

Organization structure impacts the manner in which work is basically carried out. More than anything else it adheres to the different purposes of the discrete services and the related achievements with the passage of time.

This brings to light the notion of discussing the structural basis of the organizations themselves. (Deeks, 1993) Managing change within an organization is one of the most significant aspects that come under its sound functioning regime. Only the companies which are able to come to terms with the new norms and practices are the ones that succeed not only in the short term but also in the longer scheme of things.

References

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Deeks, John. (1993). Business and the Culture of the Enterprise Society.

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