

RESEARCH IN ORGANIZATIONAL CHANGE AND DEVELOPMENT

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Abraham B. [Rom] Shani

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Research in Organizational Change and Development Richard W. Woodman, William A. Pasmore, 1989 Research in Organizational Change and Development William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2010-06-14 Contains nine papers that address the challenges in organizational change report the results of change related research and advocate methodological advances in the field Research in Organizational Change and Development William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2011-07-07 In this diverse volume new methodologies are introduced such as the strategic fitness process for engaging leaders in better understanding the reactions of employees to strategic change efforts Beer Jazz as a metaphor for organizational improvisation Bernstein and new theories for understanding change processes Gomez Ballard **Research in Organizational Change and Development** Richard W. Woodman, William A. Pasmore, Abraham B. (Rami) Shani, 2009-05-21 An annual publication featuring studies and theoretical work dealing with the topic of change in organizational settings Showcasing the approaches to organizational research whether they be quantitative or qualitative in nature it includes papers that bring fresh perspectives to classic issues in the field such as resistance and communication *Organizational Change and Development in Human Service Organizations* David Bargal, Hillel Schmid, 1992 Through change and development human service organizations can promote the well being of their clients more effectively This important book describes and analyzes recent research on organizational change and development in the social and human services It is particularly relevant in light of the significant changes in these organizations during the last decade and the lack of literature in the area Organizational Change and Development in Human Service Organizations brings together the work of scholars who deal with social welfare administration and change in human services combining research studies with theoretical approaches to change and development It helps readers better understand the process of change and the role of the environment in creating change Insightful chapters encourage practitioners scholars and students to plan change in organizations utilize models of change and organizational development in real life and evaluate change and its results and impacts This much needed book addresses a variety of topics including the uses of force field analysis in assessing prospects for organizational change planned change in voluntary and government social service agencies interorganizational coordination of services to children in state custody early stages in the creation of self help organizations organization and community transformation organizational development in public social services strategic and structural change in human service organizations a developmental approach to program evaluation Many readers will find the information in Organizational Change and Development in Human Service Organizations to be extremely beneficial in their daily work Covering the important issues it gives readers a deeper insight into the processes of change and development so they can provide better services to their clients This book is a vital resource for social workers professionals in public administration individuals involved in MSW programs and students in the social sciences including sociology and

political science Research in Organizational Change and Development Abraham B. (Rami) Shani, Debra A. Noumair, Danielle P. Zandee, David Coghlan, 2025-06-17 Volume 31 of Research in Organizational Change and Development addresses emerging issues challenges and opportunities while advancing new insights to practice and theoretical development **Beyond the Diamond** , 1995-07-31 Part of a series which presents research on global strategic management this volume focuses on the corporate response to global change Topics discussed include strategic management and institutional dynamics and methodological perspectives on the dynamics of national competitive advantage Research in Organizational Change and Development Debra Noumair, Abraham B. (Rami) Shani, 2018-08-10 This volume provides new conceptual insights to help organizations improve health and wellbeing in society Some chapters do this by addressing macro level change some by highlighting evidence based change at the micro level and others by extending theory and integrating perspectives that heretofore have remained separate **Research in Organizational Change and Development** , 1996

Organisational Change: Development and Transformation Dianne Waddell, Andrew Creed, Thomas G. Cummings, Christopher G. Worley, 2019-08-01 Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces accounting to stakeholders and planning for the future in a chaotic environment Organisation Change Development and Transformation 7e takes both an organisational development and transformational approach to change to reflect the environment of change faced by organisations today With the field of organisational change continuing to evolve especially in an international context future directions of change management are also discussed To emphasise the relationship between theory to practice this text provides 10 local and international case studies practitioner vignettes and a suite of online cases supported by a case matrix **Organization Development** Donald L. Anderson, 2011-06-17 The book provides a good open systems introduction to the topic of organization change presenting the big concepts in a way that managers can use *Handbook of Organization Development* Thomas G. Cummings, 2008 The contributors reflect the field of organizational development s rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues **Organization Development and Change** Thomas G. Cummings, Christopher G. Worley, 2005 Market leading Organization Development and Change blends theory concepts and applications in a comprehensive and clear presentation The authors work from a strong theoretical foothold and apply behavioral science knowledge to the development of organizational structures strategies and processes *Beyond the Diamond* , 1995-07-31 Part of a series which presents research on global strategic management this volume focuses on the corporate response to global change Topics discussed include strategic management and institutional dynamics and methodological perspectives on the dynamics of national competitive advantage **Organizational Change and**

Development Bob Hamlin, Jane Keep, Ken Ash, 2001 Written jointly by practitioners and academics the book provides the theoretical underpinnings behind organizational development and practical insights based on real case studies The first section of the book brings together a review of current thinking in 2003 The middle section comprises a diverse selection of case histories which examine the role of the change agent both in successes and failures The final section of the book draws things together by highlighting where generalized insights appear to have emerged from the practice of the contributors and gives some pointers for moving practice forward into the 21st century Throughout the benefit of reflective practice is encouraged and the commentary accompanying each case history demonstrates what can be learned from this The main aim of the text is to help readers to appreciate more fully the complexities of bringing about organizational change and development not least the cultural factors in the change process and the value of using theory and rigorous internal research in a very conscious and focused way to inform shape and measure their own change agency practice public sector

Organization Change W. Warner Burke, 2002-06-14 Organizations are striving to succeed in an increasingly complex global political and economic environment This book provides an overview of the theoretical and research foundation for our current understanding of organization change including the types of change organizations experience It reviews various models of organization change including a new model developed by Burke Litwin and demonstrates how these models can be used to diagnose change issues in organizations Separate chapters are devoted to the role of leaders in initiating and implementing change efforts and the more popular change interventions being implemented in organizations today The concluding chapter discusses implications for further theory development conducting research on organization change and planning and managing change in organizations The book is appropriate for use in advanced courses in the areas of organizational psychology industrial psychology and organizational behaviour In addition it will be of interest to consultants in organizational change and development that want a better understanding of the field and an update on the current research in this area

Organization Development Janet Cooper Jackson, 2006 This work addresses the human and social dynamics of change on organization members The effects of such changes ultimately influence the success or failure of the organization's change initiatives Rather than focus on the process or technology of change as many previous works have done the premise of this work is to address the human dynamics that are crucial for any change initiative to be effective In essence Jackson emphasizes that people do indeed come first for any plan involving organizational change Other important factors addressed in Organizational Development include considering the entire organization and understanding that each change affects the entity as a whole recognizing organizational learning as a key to inspiring members to learn together and the development of a cadre of leaders who are willing to take the organization forward as opposed to solitary leadership This work is ideal for students or practitioners of Organization Development OD and provides methods and practices that focus on improving the effectiveness of organizations ideas methods and practices that focus on improving the effectiveness of

organizations ideas methods and practices that focus on improving the effectiveness of organizations ideas methods and practices that focus on improving the effectiveness of organizations **The Palgrave Handbook of Organizational Change Thinkers** David B. Szabla, 2021-09-02 The key developments and advancements in organizational change over the last century are the result of the research theories and practices of seminal scholars in the field While most books simply outline a theorist's model this handbook provides invaluable insight into the contexts and motivations behind their contributions Organized alphabetically this handbook presents inspiring and thought provoking profiles of prominent organizational change thinkers capturing the professional background of each and highlighting their key insights contributions and legacy within the field of organizational change This updated edition adds 29 profiles to the 87 original profiles By bringing these scholars' experiences to life we can begin to understand the process of organizational change and analyze what remains to be done for organizations today This book is the first of its kind the go to source for learning about the research and practice of organizational change from those who invented built and advanced the field This comprehensive handbook will help researchers and students to develop their organizational change research agendas and provide practitioners with concepts theories and models that can easily be applied to the workplace to lead change more effectively

Handbook of Organizational Change and Innovation Marshall Scott Poole, Andrew H. Van de Ven, 2004-08-26 In a world of organizations that are in constant change scholars have long sought to understand and explain how they change This book introduces research methods that are specifically designed to support the development and evaluation of organizational process theories The authors are a group of highly regarded experts who have been doing collaborative research on change and development for many years **Handbook of Research in School Consultation** William P Erchul, Susan M

Sheridan, 2014-04-03 Now in its second edition the Handbook of Research in School Consultation provides the field of school based consultation with a comprehensive volume examining research perspectives and methodologies models of practice and future research directions Revised and updated this collection brings together leading experts in the field offering both producers and consumers of school consultation an invaluable snapshot of the current boundaries and rapidly growing content of the discipline It touches upon not only the scientific progress of the field but also upon the variety of cutting edge techniques and approaches currently being developed with an eye toward a changing world Perfect for school psychologists and also appropriate for researchers trainers and school based professionals such as special educators and school counselors this handbook is an absolute necessity for those keeping pace with the innovating evolving world of school consultation

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