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Chapter 18

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Organizational Change and Stress. •
Research shows that organizational
changes incorporating OB knowledge
of how people react to stressors may

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yield more effective results than organizational changes that are only objectively managed through goal-setting. o The role of leadership is critical.

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Chapter 18 - Organizational Change and Stress Management. Robbins and Judge: Organizational Behavior 15th Edition taught @ George Washington University: EMSE 6005--Organizational Behavior. STUDY. PLAY. Change. Making things different. Planned Change.

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Change activities that are intentional and goal oriented.

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Management Forces for Change:

- changing nature of workforce
 - technology -economic shocks
 - changing competition, social trends,
and world politics
- Planned Change:

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Managing Planned Change Goals of Planned Change: Improving the ability of the organization to adapt to changes in its environment. Changing the behavior of individuals and groups

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in the organization. Change Making things different.

~~Organizational Behaviour Stephen Robbins Chapter 18~~

Chapter 18: Organizational Change and Stress Management Due: Discussion Board Posting #6 Week

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16: Monday, April 29, 2019 Exam
Module #3 - (Chapters 4,14,15,16, and
18) *Exam #3 will be open from
Monday, April 29th through
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~~[MOBI] Chapter 18 Organizational
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Chapter 18: Organizational Change
and Stress Management Forces for
Change • All organizations need to
adjust to multicultural environment,
demographic changes, immigration,
outsourcing • Technology is fast

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Strategic Management

- Changing and growing cheaper
- Economic shocks in housing and financial sectors
- More global competition
- Social trends are changing, more environmental awareness, acceptable of lesbian and gays
- Changing world politics

Planned Change • Change – making

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~~Chapter 18~~ Chapter 18
~~Organizational Change and Stress ...~~
Chapter 18 Organizational Change
and Stress Management • All of the
following is most likely to result in the
changing nature of the workforce o

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Immigration o Outsourcing o
multicultural environment o
demographic changes o NOT
changing literacy levels • The recent
bankruptcy of auto manufacturers
General Motors and Chrysler were
caused due to economic shocks •
Organizations are increasingly

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adjusting their processes and
positioning their products as
environment friendly and sustainable

...

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Organizational Behavior, 15e

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(Robbins/Judge) Chapter 18

Organizational Change and Stress Management 1) An example of change in the nature of the workforce is an increase in _____. A) college attendance B) mergers and consolidations C) capital investment D) divorce rates E) cultural diversity

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Answer: E Explanation: E) Almost every organization must adjust to a multicultural environment ...

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~~15e (Robbins/Judge ...~~

Chapter 18 quiz 1. Appreciative inquiry (AI) is an organizational development

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technique. Which of the following statements is true regarding appreciative inquiry? It consists of four steps including discovery, dreaming, design, and destiny. 2. Selective information processing is a major source of resistance to change.

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A) changes in organizational patterns may threaten the expertise of specialized groups so these groups tend to resist change B) individuals hear what they want to hear and they ignore information that challenges the

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world they've created C) limited changes in subsystems tend to be nullified by the larger system D) groups in the organization that control sizable resources often resist change E ...

Quiz+ | ~~Quiz 18: Organizational~~

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~~Change and Stress Management~~

When change occurs stress is found throughout the organization. Stress is defined as a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to

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Stress Management
be both uncertain and important.
There are different types of stress.

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