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It aims to offer both breadth and depth, helping you to navigate the landscape of change and, in order to do so, looks at organizational change from multiple perspectives rather than being firmly wedded to one. It is designed for students and practitioners of of organizational change, particularly upper- level undergraduate students and Masters level programmes (including MBAs). The authors tackle the key issues in this field, such as why change happens, what changes, and how change is achieved.

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Theories of organizational change almost always involve a series of stages that lead a company and its staff from the way things are done today to how things should be done tomorrow. Whether or not the theory is successfully put into practice depends on what the innovation is and who comes on board.

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Modernists are objectivists who focus on reality of knowledge which is build based upon the conceptualization and the theorization.

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Organizational theory consists of many approaches to organizational analysis. "Organizations" are defined as social units of people that are structured and managed to meet a need, or to pursue collective goals. Theories of organizations include rational system perspective, division of labor, bureaucratic theory, and contingency theory. In a rational organization system, there are two significant parts: Specificity of Goals and Formalization. The division of labor is the specialization of individ

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This new text presents a rounded approach to organizational change, encompassing emotional and psychological dimensions. The author team bring their strong experience of consultancy within a range of industries to bear both in the case studies used and the general approach of the text, balancing theoretical rigour with practical insight.

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