

ORGANIZATIONAL CHANGE. BASIC THEORETICAL APPROACHES

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Abstract

The main objective of organizational change is to increase organizational efficiency. Changes in organization involves in most of the times cultural changes and redesign of organizational structure. The main types of organizational change are: development change, transitional change, transformational change, changes that affect the whole organization and changes that affect only a system of the organization. Organizational change is produced by several factors, factors which can be controlled by the organization and factors which can not be controlled by the organization. Implementation of changes in organization can be realized by using one of the several elaborated models of change. These change models are: Lewin's Model of Change, Action Research Model, Positive Model of Change and Donaldson's SARFIT Model. In every implementation process of change could appear a so called resistance to change, which can be reduced by communication, involvement of people in change process and by manipulation.

Keywords: organizational change, types of change, resistance to change, models of change.

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