

Journal Of Organizational Change Management

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Effectiveness ' as a Core Premise of Organization Development: Beyond Narrow Organizational Interests and Towards Wider Soulful Interventions. Andrew Baughen , Cliff Oswick & Rosie Oswick . Journal of Organizational Change Management

Abstract. It can be argued that the successful management of change is crucial to any organisation in order to survive and succeed in the present highly competitive and continuously evolving business environment. However, theories and approaches to change management currently available to academics and practitioners are often contradictory, mostly lacking empirical evidence and supported by unchallenged hypotheses concerning the nature of contemporary organisational change management.

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Journal of Organizational Change Management (JOCM) provides alternative philosophies for organizational change and development. It encourages the exploration of philosophies including critical theory, postmodernism and poststructuralism and is interested in qualitative analyses of change, discourse and change practices.

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Perceived values-congruence and employees' change beliefs ...

This review selectively examines the theoretical and empirical organizational change literature over the past nine years (1990 – early 1998). Four research themes or issues common to all change efforts are discussed: (a) content issues, which largely focus on the substance of contemporary organizational changes; (b) contextual issues, which principally focus on forces or conditions existing in ...

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Journal of Change Management: Vol 20, No 4

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Change management (sometimes abbreviated as CM) is a collective term

for all approaches to prepare, support, and help individuals, teams, and organizations in making organizational change. Drivers of change may include the ongoing evolution of technology, internal reviews of processes, crisis response, customer demand changes, competitive pressure, acquisitions and mergers, and organizational ...

(PDF) Journal of Organizational Change Management

Number 1, 2001 Special issue: The political technologies and technological politics of organizational change; Volume 13; Number 6, 2000 Special issue: Fermenting change: exploring complexity and chaos Special issue: Fermenting change: exploring complexity and chaos; Number 5, 2000; Number 4, 2000 Special issue: Critical theories of organizational change

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Findings - The paper finds that textual metaphors mediate organizational change across space and time in five ways: transferring from familiarity to strangeness, providing coherence, "breaking ...

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Purpose – The purpose of this paper is to identify the development of planned organisational change models (POCMs) since Lewin ' s three-step model and to highlight key linkages between them. Design/methodology/approach – A total of 13 commonly used