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Organizational Change and Stress. •
Research shows that organizational changes incorporating OB knowledge

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of how people react to stressors may 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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STUDY. PLAY. Change. Making

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things different. Planned Change.

Change activities that are intentional and goal oriented.

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Behavior (Chapter 18) Chapter 18:

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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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18 Organizational Change and Stress
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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

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the behavior of individuals and groups in the organization. Change Making things different.

~~Organizational Behaviour Stephen
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Discussion Board Posting #6 Week

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

Wednesday, May 1st* 6 | P a g e

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Chapter 18: Organizational Change
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Change • All organizations need to
adjust to multicultural environment,
demographic changes, immigration,

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outsourcing • Technology is fast 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

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Planned Change • Change – making things different ...

~~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

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Strategic Management

Changing nature of the workforce o
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 •

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Organizations are increasingly adjusting their processes and positioning their products as environment friendly and sustainable ...

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Organizational Behavior, 15e

(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

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D) divorce rates E) cultural diversity

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

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(AI) is an organizational development 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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~~Chapter 18 organization change and
stress management ...~~

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

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Stress Management
ignore information that challenges the 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 ...

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~~Quiz 18: Organizational 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

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for which the outcome is perceived to be both uncertain and important.

There are different types of stress.

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