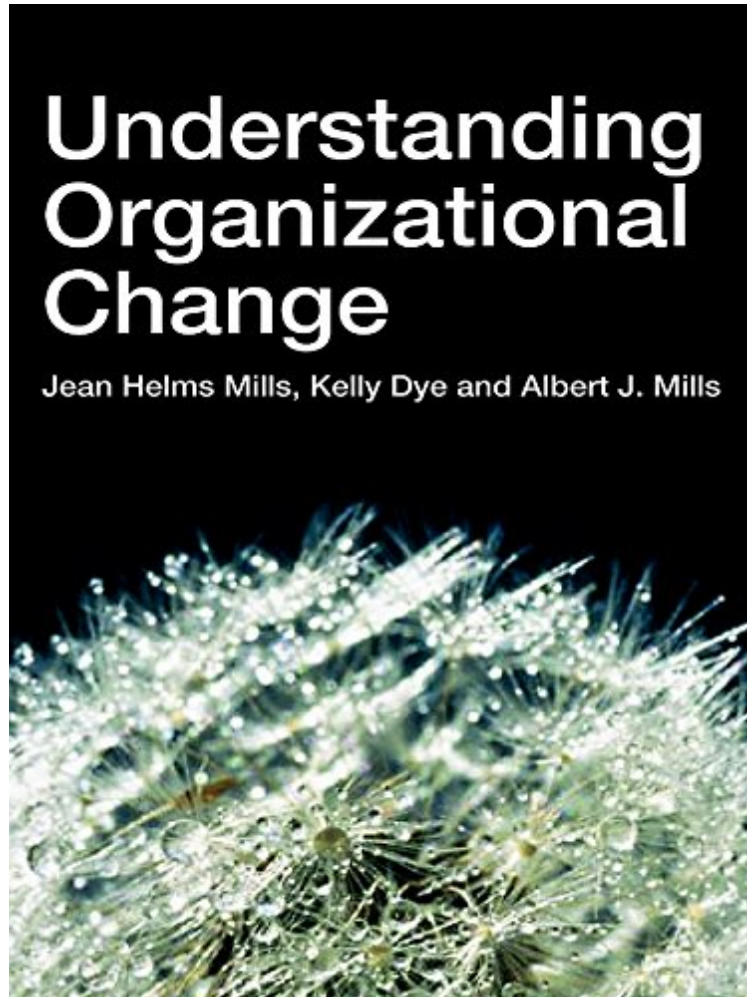


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Understanding Organizational Change

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Jean Helms-Mills, Kelly Dye, Albert J Mills : Understanding Organizational Change before purchasing it in order to gauge whether or not it would be worth my time, and all praised Understanding Organizational Change:

This exciting new text fills the gap in the management literature on organizational change. It presents a balanced view, which raises questions about the imperative of change, whose interests are being served, how change programmes impact on employees and why organizations continually engage in such programmes. It gives readers a comprehensive history of change management literature types of change techniques over time (i.e. TQM, BPR, Balanced Scorecard, Six Sigma, etc.) the role of management gurus in the rise and fall of management fashion the impact of organizational change on organizational members. The authors provide case vignettes of companies from both sides of the Atlantic, which have undergone some of the better-known change techniques, and

explore the reasons for their successes and failures. This is an innovative and important new text for students of organizational behaviour, organizational change, strategy and HRM.

About the Author Jean Helms Mills is a Professor of Management at Saint Mary's University, Canada. Her research interests are organizational culture and change, gender, the cold war and critical sensemaking. She is the author of *Making Sense of Organizational Change* (Routledge). Kelly Dye, PhD, is a faculty member at Acadia University, where she teaches organizational behaviour and change management. Albert J. Mills, PhD, is Professor of Management and director of the PhD program at St Mary's University in Canada.