

What is change ?

- **Multiple definitions of change exist in the literature.**
- **Varied and assist us in understanding** the concept that may be seen as fluid and unfixed.
- Changing as **consisting of motion against time on a trajectory** (Ford & Ford 1994) hence no separation from time.
- An **activity that seeks to influence behaviour deliberately, or inadvertently** , Kanter et al (1992)
- Change can be **viewed as the result of an intervention**, with experience emanating from this being the change (Van de Ven & Poole 1995)
- Change can be **summarised as anything that concerns a transformation due to a trigger; be it desired or undesired** (Mourfield 2014)

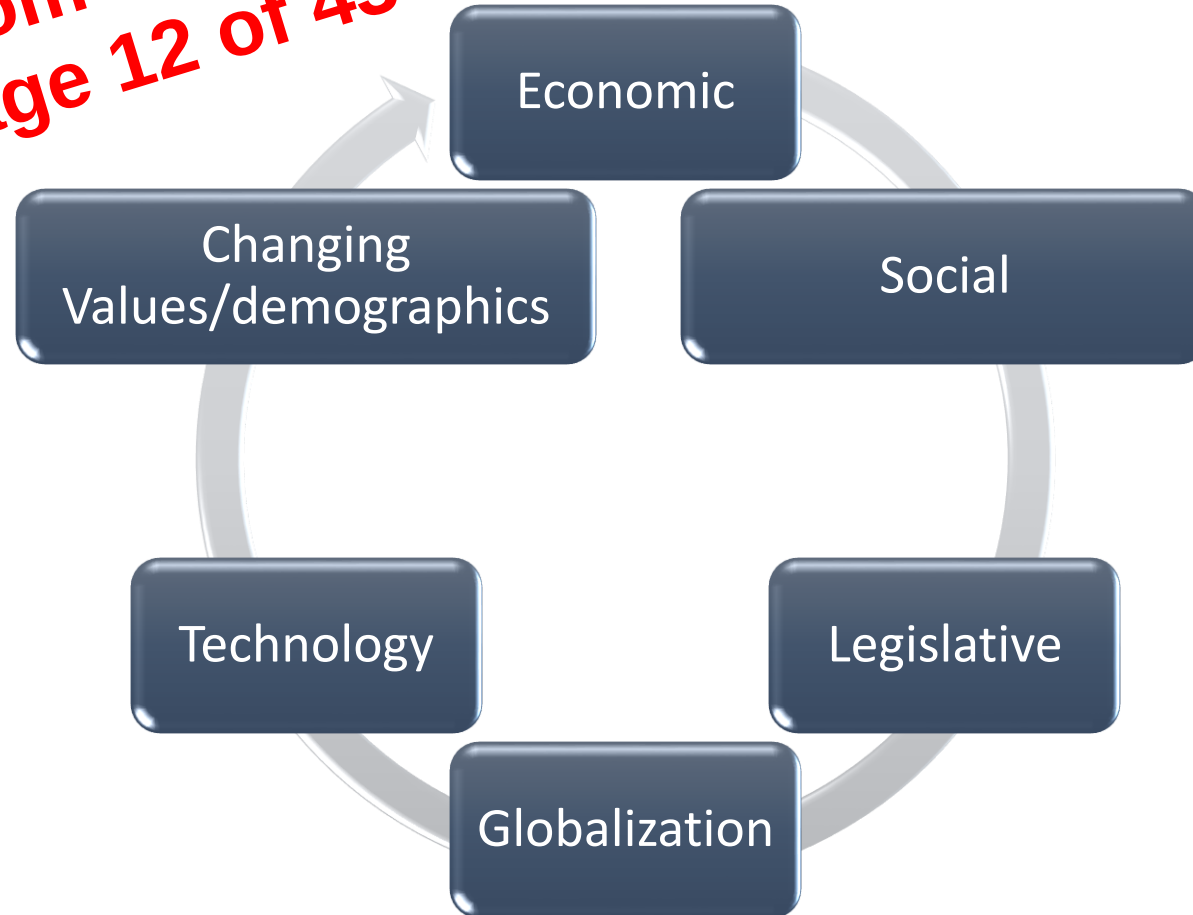
Forms of change

First order change (1)

- Change is **very minor** and **nothing will be affected**
- **Very few disturbances** will occur
- Not **inconvenience or worries** for employees
- Often referred to as **incremental change** since is change that is relatively **small in scope**

Factors influencing Change

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Page 12 of 43



Effects of Change within organisations (Cont.)

Time-Based conflict (1)

- Happens when time dedicated to perform one role **interferes** with the performance of other tasks
- E.g **overtime** work which usually **extends late hours** might conflict with time dedicated to other **non- work obligation**

Effects of Change within organisations (Cont.)

Strain based conflict (2) Cont.

- The scope of work-family conflict is **twofold**
 - First is **work to family conflict** (workplace concern disrupt being able to carry out family tasks and relations).
 - Secondly is **family to work conflict** (which represents family matters such as children's wellbeings or care arrangements getting in the way of work roles)
- ❖ WFC is one major reasons for staff turnover with the intention to leave
- ❖ Org need totake + steps to reduce the consequences of actual turnover which are costly

Developing an entrepreneurial mind-set

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Page 39 of 43



Strategies for Change

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Page 43 of 43

