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chapter 18 - Organizational Change and Stress
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Chapter 18... Planned Versus Unplanned change □
Planned Change – Some organizations treat all change
as an accidental occurrence; however, change as an
intentional, goal-oriented activity is planned change. –
There are two goals of planned change: □ Improve the
ability of the organization to adapt to changes in its
environment. □ Change employee behavior.

Robbins & Judge, Organizational Behavior, 15th
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(PDF) Chapter 18. Organizational Change and Stress

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Chapter 18 Organization Change and Stress

Management -... □ An example of individual resistance to change is: o habit. This preview has intentionally blurred sections. Sign up to view the full version. □

The built-in mechanisms that an organization has to produce stability are termed: o structural inertia. This is the end of the preview. Sign up to access the rest of the document.

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Chapter 18 Organizational Change and Stress
Flashcards ...

A rapidly growing body of research has also shown that negative co-worker and supervisor behaviors, including fights, bullying, incivility, racial harassment, and sexual harassment, are especially strongly related to stress at work. Organizational change is threatening to people and they often resist.

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Work Stress and Its Management. Sources of stress include environmental factors, organizational factors, and individual factors. Consequences of stress include

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physiological symptoms, psychological symptoms,
and behavioral symptoms.

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Chapter 18. Organizational Change & Stress
Management - ORGANIZATIONAL CHANGE STRESS
MANAGEMENT Forces of Change There are 6 specific
forces Organizational Change & Stress Management
-...

Chapter 19: Organizational Change & Stress
Management

Organization that has developed the continuous

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capacity to adapt and change Stress A dynamic condition in which an individual is confronted with an opportunity, demand, or resource related to what the individual desires and for which the outcome is perceived to be both uncertain and important

Organizational Change and Stress Management |
Organizational Behavior (Chapter 18)

Chapter 18: Organizational Change & Stress

Management Forces for Change: -changing nature of workforce -technology -economic shocks -changing competition, social trends, and world politics
Planned Change: -intentional and goal oriented -changes environment of organization and

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an organization that has developed the continuous
capacity to adapt and change. hindrance stressors.
stressors that keep you from reaching your goals;
may be due to role ambiguity, role conflict, role

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overload (red tape, office politics, confusion over job responsibilities) wellness programs.

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...

Organizational Behaviour Stephen Robbins Chapter
18. Changing the behavior of individuals and groups
in the organization. Change Making things different.
Planned Change Activities that are intentional and

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goal oriented. Change Agents Persons who act as catalysts and assume the responsibility for managing change activities.

Chapter 18: Organizational Change & Stress
Management by ...

□ Action research : A change process based on systematic collection of data and then selection of a change action based on what the analyzed data indicate. □ Sensitivity training : Training groups that seek to change behavior through unstructured group interaction. This is the end of the preview. Sign up to access the rest of the document.

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