**ASSIGNMENT**

**Table of Contents**

[Question 4 3](#_Toc132919219)

[Reference List 4](#_Toc132919220)

# Question 4

In the present world, Organizational change is common and can provide efficient change for management. It works as a crucial way to implement new initiatives. However, when it is possible to handle, then repercussions can be severe and harm the company's standing, prosperity, and morale of its workforce. “Employee resistance” can help to get instant results with the help of decreased output, higher absenteeism rates, and higher staff turnover. However, if the change is inadequately conveyed, employees may get confused and resentful because they may think their thoughts are not being considered.

Theoretically, change management offers insight into how to effectively manage change and ensure that the intended goal is realized. According to this, successful outcomes, better production, and improved morale can all arise from change that is well handled.

In the case of models Organisations can plan, carry out, and keep track of changes by using change management models as a framework (West *et al.* 2020). The McKinsey 7-S Model, the ADKAR Model, and the Kotter 8-Step Change Model are a few common models. These models aid businesses in figuring out how to handle change most effectively and reap its rewards to the fullest. Examples: Organisations that have successfully implemented change and attained favourable results serve as change management examples. In its customer support system, for instance, Amazon has made great changes.

In the case of the management process, there are so many problems can be found which can be developed. In this case, the main issue is it helps to arise from improper communication. Another significant problem is the absence of appropriate resources, which can help to lead the problems. Time and money are the most valuable resources if those particular resources are not accessible, then the process could fail. Sometimes it can take so many times to solve. After this, poor planning might also result in unforeseen outcomes (Pörtner *et al.* 2022). There are numerous approaches and techniques available for assuring the tools and changes. With the help of adopting the strategy, also can help to improve also can create an effective transformation plan. The chronology can help as an aid of knowledge in the case of the present state and also provide proper results. All of these factors can able to contribute to improvement but they can also be strengthened with the help of use the technology of cutting-edge. It can become inventive and progressive after applying modern technologies. The application tools and techniques can be ensured with the aid of help monitoring.

# Reference List

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West, R., Michie, S., Rubin, G.J. and Amlôt, R., 2020. Applying principles of behaviour change to reduce SARS-CoV-2 transmission. *Nature human behaviour*, *4*(5), pp.451-459.