

## **Reflection on the Relationship between Organizational Control and Change**

Organization control and change is a core question that any manager or business person will have to try to tackle. Organizational control entails putting into practice measures that reduce the risk of various activities deviating from the laid down policies, procedures and the set law. On the other hand, change refers to the process of modifying an organization's framework and ingredients as well as its strategies, procedures and mechanisms in light of internal and external forces. Both of these aspects are central for keeping organizations stable, managing change, and mitigating Risk while at the same time keeping the organization's strategic activities aligned (Jones & George, 2021).

First of all, organizational control is an important resource of stability during the periods of change. Using techniques like performance measures, reporting, and compliance, an organization can guarantee that through whichever change process it goes through, it does not deviate from its set goals (Robbins and Coulter, 2018). Such stability is necessary, as it means that the organization can gradually introduce change and ensure that it does not create chaos. Control mechanisms also steer the change management process because they include objectives and standards. It is also possible to include indicators to determine the efficiency of the new approaches and outcomes, thus guaranteeing positive results from the alterations (Daft, 2020). The information receiving and feedback loops are important during change processes for iterations within change processes.

However, the organizational control also minimizes the risks that come with change. Transformation is generally not without its share of risks, where some of these risks include issues that affect operations, issues with financial implications and issues of employees' resistance (Kinicki & Williams, 2020). These risks are well checked by strong organizational controls, to guarantee that any deviation from the planned course of the company is corrected. In addition, the change should be in line with the organizational goals and hence, good change management entails strategic alignment. It is important to note that control systems guarantee that change initiatives are in tune to the organization's strategic objectives and can be implemented in ways that would harness the organization's strengths while avoiding or minimizing the weaknesses.

Change management is one of the most important functions of management for the following reasons. As we know competition is high in today's business world and every organization has to face new market challenges, technological development and the ever-increasing competition. Change management enables an organization to be prepared and ready to formulate strategies in order to address these changes to ensure that it adapts and sustains competitiveness (Cameron & Green, 2019). Furthermore, the management of change contributes to the

organization's dynamism by improving the firm's ability to respond to new opportunities and risks swiftly. This agility is extremely important for the business operations and has to do with long-term sustainability (Kotter, 2012).

However, employee engagement and morale play the severe role in change management as well. Transition is usually not easy for the workforce, hence calling for proper communication, participation, and assistance during the change process. This aids in keeping the morale high, minimizing resistance and guaranteeing the employees' commitment to the change strategy (Hiatt & Creasey, 2012). Last of all, the organizations that are engaged in constant improvement realize that change is always gradual. Proper handling of change guarantees that organizations are dynamic entities that are constantly improving on their business functions, goods and services (Deming, 1986).

The four management functions, namely planning, organizing, leading, and controlling apply in managing change. Both at the strategic and the operational levels, planning is very important for change management and this included; setting of goals and objectives, identification of required resources and preparation of action plans (Koontz & O'Donnell, 1978). Organizing entails implementing change plans through developing structures of how the change process is to be carried out, distribution of resources as well as identification of responsibilities as well as channels of communication. Leadership is essential as it is the management's role to encourage and influence the employees, explain the need for change and its advantages as well as to offer support where it is needed (Northouse, 2018). Apart from that commitment, an effective leadership should also model change and pursue organizational culture. It is important to have control measures in order to check on the advancement, evaluate the results and make sure change processes are on the right track. This entails establishing performance targets, measurement of targets and taking corrective actions on any observed variations with plans (Simons, 2000).

In conclusion, the analysis of the connection between the principle of organizational control and its relation to management of change is significant. While control offers the firm the stability and form that are required for steering transformation, managing change is necessary for the development of companies. All of the concepts of management are goals, planning, organizing, leading, and controlling all assist organizations when experiencing change in their strategies by making them sustainable for the longest-terms (Bateman & Snell, 2019).

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