**Homework Module 3**

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Organizational Change: A critical Review of the Literature

IT Quality Assurance

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Abstract

The following article illustrates five different articles reliant on Change Management process in an organization. As Change management is considered to be the most crucial and critical for an organization to succeed in the following emerging world. The article also provides a Literature review covering all the five articles concentrating on Change Process Management. The purpose of this is to provide an overall review and process of the important and main concepts, their approach and view towards Change Management. Change Control is an important framework designed for managing changes efficiently and effectively by having all the parties involved. The main goal of this paper is to provide initial streams of research on managing the change process.

*Keywords*: Change Management, Change Control, Change Process Management, Critical review, theories, approach

Introduction

The purpose of this Homework Module is to review the change management process or change control by taking the literature review into consideration. The research has helped in showing successful model and process for developing Change Management process in Organizations to assist with various department, their employees and not be publicized. The objective is to provide a summary of five articles with details and assessment used by organizations on the benefits of Change management process. The following will be a literature review from Google scholar referencing five different articles to assess and analyze the overall change process

**Literature Review**

The following research paper illustrates the literature review of change control process, how they continually support organization structure, their direction and their respective capabilities to implement new advantages with new regulation, new products and deal with new competitors. Various approach and different perception to theories to organizational change control process is the most important step to build a framework for better managing change requests

**Organizational Change: A critical Review of the Literature**

The following research paper provides an evaluation of the literature on organizations change management / change control process ; however, the history is vast and conflicting and doesn’t always backed up with factual evidence. Change Control process is an initiative that every company or an organization needs to take to survive and compete in changing environments. The employees and the management needs to be committed to the change control process successfully in order for them to take the right decision/steps to reach sustainability. It is important to understand and know what changes are going to take place to assess the risk that can coincide or conflict with other change that may lead to a disaster (Kwamboka, 2015). The research study also shows how organizational change is enforced by external and internal drivers and has a direct impact to their services, products and business to connect the requirements from consumers.

(Kwamboka, 2015)

**Effects of Change and Change Management on Employee Response: An overview of result from multiple studies**

The research study reveals that even a minor change needs to be taken with utmost precaution and properly taken care. On a separate note, the research found that the age had nothing to do with the acceptance and has no effect on influencing the change process. The research study also shows how the change process is created in two different ways, the first being the individuals responsibility on analyzing the impact and second whether there is a significant impact on work and whether or not the change is managed/treated fairly. Finally, doing further research there was evidence to consider the change taking place at both the work organizational unit as well as at a individual job level in reference to change process to the organization. It is imperative to understand the effects that occurs at multiple levels of change to know the work units implications. The organization can benefit through the change management process with less strain and more commitment (Ashford, 1988)

**The determinants of organizational change management success: Literature review and case study**

The case study examines various variables affecting the change control process success by analyzing various change models. There were 12 categories and 74 sub factors that were identified from reviewing 37 different change models. Few initiatives were investigated, survey and focus groups with change control agents, motivation of individual, engaging stakeholder, sending constant communications during the change control process which deemed to be the most relevant factors of the success of the change control process (Al-Haddad, 2015). The Case study provides beneficial insights for advancing activities and decision making that are needed for successfully applying organizational change management activities. This can in turn increase the productivity of an organization and can determine success to organizational/company initiatives to better develop strategies and to improvise changes. The study had few limitations which will be covered in their future studies where they can compare the results taken from different change models or theories and apply it to their study. A quantitative approach will be taken in the future studies to rank by the classification of change to recognize dependencies and correlations (Al-Haddad, 2015)

**Predictors of effective change management: A literature review**

The main objective of effective change management review was to bring and illustrate the key variables which are usually found in an effective change management process. The study points out that change leadership, effective communication, engaging stakeholder, committed employees are the most important variable in building a successful change control/change management process. They play a centralized role in bringing change and acceptance. Therefor the Change Management leadership needs to manage these variables to be successful. The article/study concentrates on the framework which has direct influencing employees attitude to bring a change in the organization. The study demonstrates an integrated conceptual developed framework of effective change predictors (Makumbe, 2016).

**The Impact of Change and Change Management in achieving Corporate Goals and objectives: organizational Perspective**

The research paper outlines how change management can influence internal and external factors give the technology is said to change and therefore the operational process and changes to process and policies are common and unavoidable (Jalagat, 2016). However, the external variables are not limited to stringent competition between different companies which exists in similar industry. From the research it is proven that the change takes place in different types which varies widely between the organizations and can have positive or negative consequences. It is imperative to carry out the change in most effective and efficient manner in order to deal with the change smoothly and without any issue. Change management or the change control process brings benefits to the organization which creates an advantage and is often aligned with the Management goals and objectives

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