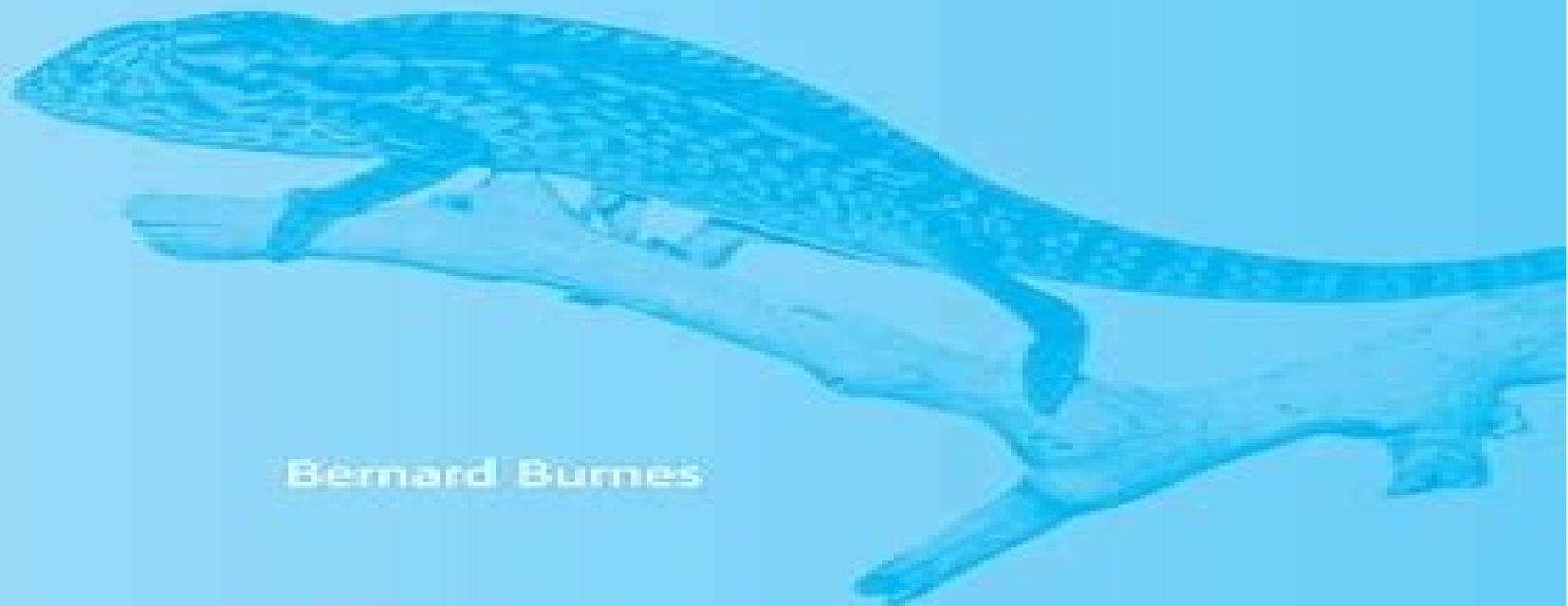


Managing Change

A Strategic Approach to Organisational Dynamics

Fourth Edition



Bernard Burnes

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Lingjun Ying



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The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development H. Skipton Leonard, Rachel Lewis, Arthur M. Freedman, Jonathan Passmore, 2016-09-06 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of leadership change and OD Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover leadership and employee well being organizational creativity and innovation positive psychology and Appreciative Inquiry and leadership culture fit Contributors include David Cooperrider Manfred Kets de Vries Emma Donaldson Feilder Staale Einarsen David Day Beverley Alimo Metcalfe Michael Chaskalson and Bernard Burnes **Strategy for Tackling Poverty in Nigeria** Dr. Ebikinei Stanley Eguruze, 2017-02-08 This research evaluates what the National Youths Service Corps members community perceives as their support needs in Nigeria in tackling poverty It also analyses the process of leveraging policymaking using social marketing techniques It seeks a deeper understanding of the poverty elimination processes in Nigerian and beyond A mixed methods research design was adopted engaging a quantitative approach in which 351 NYSC members were surveyed using self completion questionnaires In addition qualitative studies in which policy makers as well as young people within the NYSC members community were interviewed The main findings of the research reveal that young people NYSC members support needs in Nigeria are inadequate A great deal more needed to be done A Marshall plan scale of support is required The most significant causes of poverty amongst the NYSC members are absence of jobs corruption of government officials low wages tribalism oil pollution natural disasters IMF World Bank conditionalities and wars The main experiences of poverty include a high youth unemployment rate No money to go to school No money to start small businesses less food to eat no money to treat sickness no money to buy clothes no money to afford decent homes prostitution absence of a public transportation system as well as into drugs and into kidnapping Organizational Change and Temporality Patrick Dawson, Christopher Sykes, 2016-04-28 Organizational Change and Temporality Bending the Arrow of Time looks to address the important area of time and temporality especially as it relates to frameworks and studies for explaining change processes in organizations It commences with a selective history on the science and philosophy of time before examining the place of time in work and employment and the presence and absence of theorized time in explanations of organizational change The intention is to bring to the fore concepts and debates that have largely remained hidden furthering our knowledge and understanding of time and temporality in changing organizations The authors provide a more informed theoretical explanation of the temporal dimensions of organizational change They examine the concepts and debates behind change theories philosophical positions and scientific concerns on time and material existence drawing connections that have previously remained unexplored This book is key reading for researchers within the organizational change world and will

further the academic debate of time and temporality in organizations studies

Changing Change Management Darren McCabe, 2020-01-03 The literature on Change Management works from the premise that management possesses the power to achieve change and this is evident in that resistance is little more than a footnote in most textbooks This assumption sits uneasily however with the high failure rate of Change Management interventions This book seeks to explain this paradox by providing a critical relational approach towards Change Management What would a book on Change Management look like that takes resistance seriously This book attempts precisely this by exploring how resistance is as much a part of change as the strategies of those that seek to enact it The findings are drawn from a qualitative study of organizational transformation in a Local Government Authority in the UK Its detailed empirical insights enable readers to explore organizational change from many different perspectives considering issues such as the strategic use of metaphor and counter metaphors management and employee resistance organizational politics and cynicism It will be of interest to researchers academics and students interested in change management organizational studies human resource management and critical management studies

The Handbook of Public Sector Communication Vilma Luoma-aho, María José Canel, 2020-02-03 A multidisciplinary collection on global public entity strategic communication Research into public sector communication investigates the interaction between public and governmental entities and citizens within their sphere of influence Today's public sector organizations are operating in environments where people receive their information from multiple sources Although modern research demonstrates the immense impact public entities have on democracy and societal welfare communication in this context is often overlooked Public sector organizations need to develop communicative intelligence in balancing their institutional agendas and aims of public engagement The Handbook of Public Sector Communication is the first comprehensive volume to explore the field This timely innovative volume examines the societal role environment goals practices and development of public sector strategic communication International in scope this handbook describes and analyzes the contexts policies issues and questions that shape public sector communication An interdisciplinary team of leading experts discusses diverse subjects of rising importance to public sector government and political communication Topics include social exchange relationships crisis communication citizen expectations measuring and evaluating media diversity and inclusion and more Providing current research and global perspectives this important resource Addresses the questions public sector communicators face today Summarizes the current state of public sector communication worldwide Clarifies contemporary trends and practices including mediatization citizen engagement and change and expectation management Addresses global challenges and crises such as corruption and bureaucratic roadblocks Provides a framework for measuring communication effectiveness Requiring minimal prior knowledge of the field The Handbook of Public Sector Communication is a valuable tool for academics students and practitioners in areas of public administration public management political communication strategic and organizational communication and related fields such as political science

sociology marketing journalism and globalization studies *Transformational HRM Practices for Hong Kong* Anna P. Y. Tsui, Wilfred K. P. Wong, 2020-10-20 Focusing on the latest management trends *Transformational HRM Practices for Hong Kong* provides HR professionals with a comprehensive and accessible guide to human resource management in Hong Kong. Written by a leading team of HR professionals, psychologists, legal experts, and academics, the book provides up-to-date coverage of current practices, laws, and procedures, as well as guidance on the professional skills required to operate successfully in the region. Suitable for practitioners and students alike, the book contains authentic case studies for local context and sets out the latest strategies for talent acquisition, assessment, performance, and reward. It provides essential coverage of organizational change, management, recent technological advancements in the field, and outlines the development of Hong Kong's employment laws and their likely implications for professionals. In one volume, this book provides the key information, guidance, and context HR professionals require to be successful in Hong Kong's fast-changing business environment. This book is the product of the collective wisdom of a team of well-qualified and experienced contributors. It successfully integrates both theory and practice with a lot of real-life cases and examples. It provides a valuable and up-to-date tool to support teachers, students, and practitioners in the new HR era. Irene Chow, Professor and Head, Department of Management, Hang Seng University of Hong Kong. This is a timely and accessible collection on the HRM development in Hong Kong for business managers and aspiring HRM students. It explains succinctly the fundamental and drastic changes in the traditional HR sector in Hong Kong. Reading this book makes me realize how much HRM has been transformed since the internet era. Steven Lui, Associate Professor, School of Management, UNSW Business School, UNSW Sydney. Each chapter of this book marks a specific HR topic with comprehensive deliberations on the transformation. It integrates both empirical studies as well as discussions of evolving HR practices. A unique reference that helps readers apprehend the drastic challenges in HR management from traditional to digital. David Li, F.I.H.R.M. HK, Director, Human Resources, New Beta Innovation Limited, President, Hong Kong Institute of Human Resource Management, HKIHRM 2014-2018. The role of human resources management has been evolving over the years. This book focuses on contemporary HR topics within the Hong Kong context. It provides the reader with invaluable insights from seasoned practitioners, consultants, and well-respected academics. I would recommend this book to HR professionals, line managers, and aspiring HR students. Margaret Cheng, F.I.H.R.M. HK, Human Resources Director, MTR Corporation Limited, President, Hong Kong Institute of Human Resource Management, HKIHRM 2018, present Chairperson, People Management Committee, Hong Kong Management Association, HKMA.

Managing Change Bernard Burnes, 2017. The aim of this leading textbook is to provide a thorough understanding of the theories, approaches, and practice of organisational change. It critically examines the approaches to change that are on offer, indicates their usefulness and drawbacks, and sets them within the broad context of organisational life through the use of real-life examples. Organisational Behaviour and Change Management Select Knowledge, Helen Simms, The aim of this title is

to examine the nature of organisational culture and structure and their influence on the ability of the organisation to cope to this rapidly changing environment

Managing Change Bernard Burnes, 2009 Managing Change is written for students on modules covering management strategy and organisational change as part of undergraduate and postgraduate programmes

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Change Management Mark Hughes, 2006 This text covers all the key elements of organisational team and individual change with a critical edge Because change is a complex subject area that is often difficult to categorise it also offers a critical perspective that challenges assumptions in this area as well as ensuring that the complexities of this area remain clear

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Forthcoming Books

Rose Army, 1999

Subject Guide to Books in Print, 1996

The British National Bibliography Arthur James Wells, 1992

Managing Change Bernard Burnes, 1992

Management David Boddy, 2005 The language is highly accessible and this makes it particularly suitable for undergraduate and international students at all levels The combination of extended case material shorter cases and illustrations of management in practice makes for a varied and stimulating approach The activities will encourage and enable students to work independently to develop both their knowledge and skills Abby Cathcart Sunderland Business School University of Sunderland I like the activities that explicitly ask for critical reflection and am sure that my students will benefit from the development of their critical thinking skills The cases and examples in the book are helpful both because they come from a wide variety of national backgrounds and because companies like Ryanair and Nokia are familiar names

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Fellow at the School of Business and Management University of Glasgow He is author of two other books published by Pearson Education Managing Information Systems An Organisational Perspective 2005 and Managing Projects 2002

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