

Principles of Managements

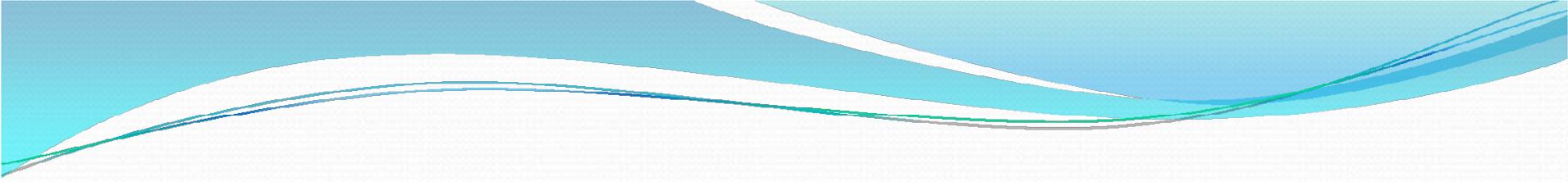
Class- BCA IInd Semester



Mr. Upendra Sharma
Assistant Professor

Department of Computer Application
Jagatpur P. G. College, Varanasi

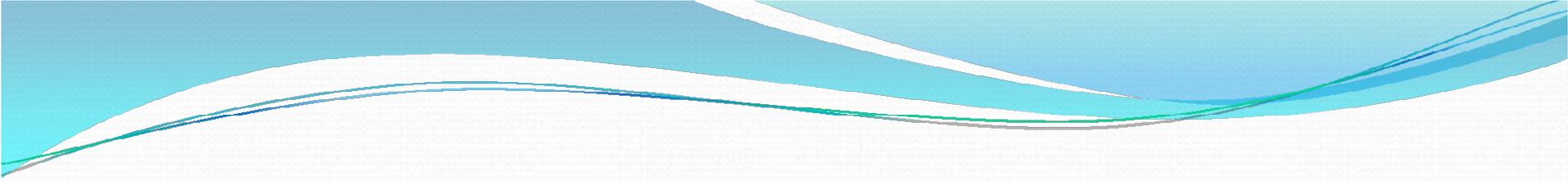
Affiliated to Mahatma Gandhi Kashi vidhyapith Varanasi
Email- sharmaupendra82@gmail.com



Outline:-

Unit 5

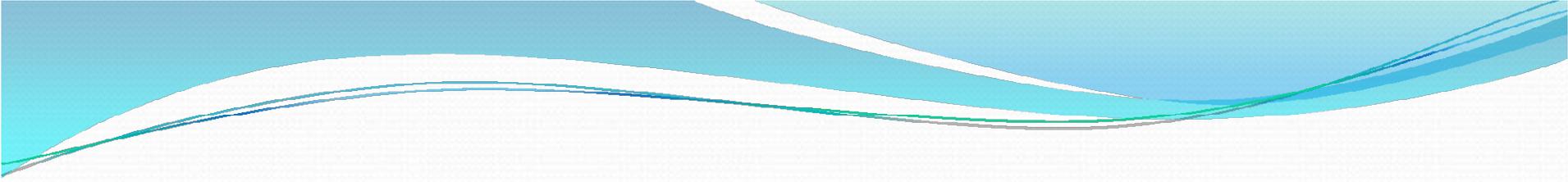
1. **Alternative Change Techniques**
2. **New Trends in Organization Change**
3. **Stress management**



Alternative Change Techniques

- **Incremental Adjustments**

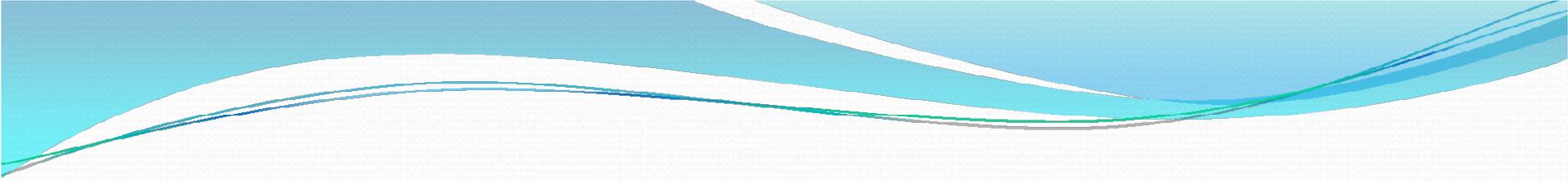
Although not a complete alternative to organizational change, making incremental adjustments can prevent some of the disruptions that can occur due to making changes that affect the organization at once. A perfect example of this is the growth that many small businesses experience. Many people who work for small businesses become accustomed to the close-knit, often family-like atmosphere that small organizations have. Once the company begins growing, it becomes difficult for some employees to adjust to sudden changes. Slowly building the company's market – perhaps in smaller geographic regions as opposed to expanding nationally all at once – is a wise alternative to changes to the organization overall.



Alternative Change Techniques

- **Cross-Functional Training**

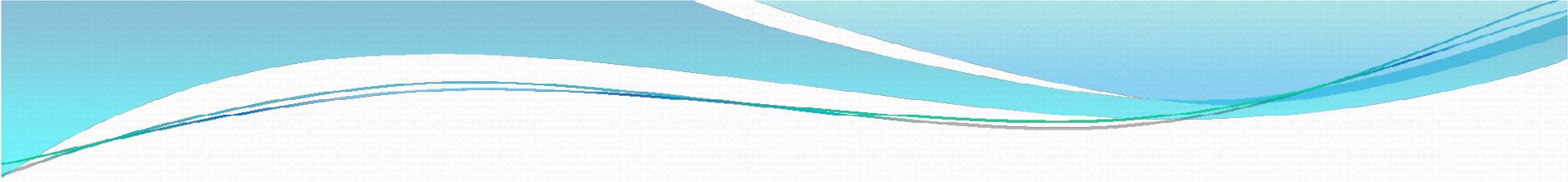
Organizational changes that involve shifting employees from one position to another or promoting a large segment of the workforce might be better accomplished through cross-functional training and job sharing or mentoring. Assume an organization is contemplating combining two departments, such as purchasing and warehousing. Instead of making drastic changes such as relocating employees from one department to the next, small businesses, in particular, should provide cross-functional training to ensure that employees from both departments fully understand their counterparts' responsibilities before an organizational change that combines two separate departments and functions.



Alternative Change Techniques

- **Prototypes**

Prototyping yet-to-be announced projects that will have a significant impact on the organization is an ideal way to introduce change. Employees have a difficult time accepting change, but if they witness positive differences that change can make, they are more likely to embrace the organizational change once it comes to fruition. Using a prototype is much like a test-case. For example, if your company is transitioning to paperless transactions, it might work well to go paperless for just one area instead of mandating that the entire organization move to paperless transactions at once.



Alternative Change Techniques

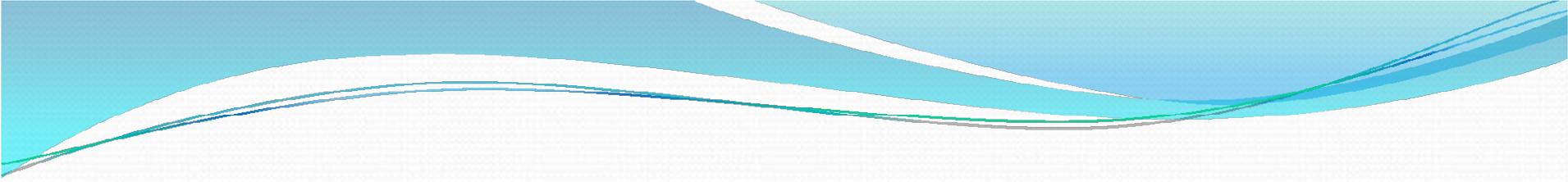
- **Trial Period**

Similar to prototyping, using a trial run is another effective alternative to organizational change. This is probably easier for small businesses because they can try out a process, organization-wide, for 30 to 60 days; if it doesn't prove worthwhile, it's unlikely to be much of a change to revert back to the traditional business methods. For instance, assume your company wants to utilize technology for its recruitment and selection process. Using an application tracking system for 60 days is an alternative to simply purchasing the full ATS and expecting recruiters to abandon past practices upon which they've come to rely.



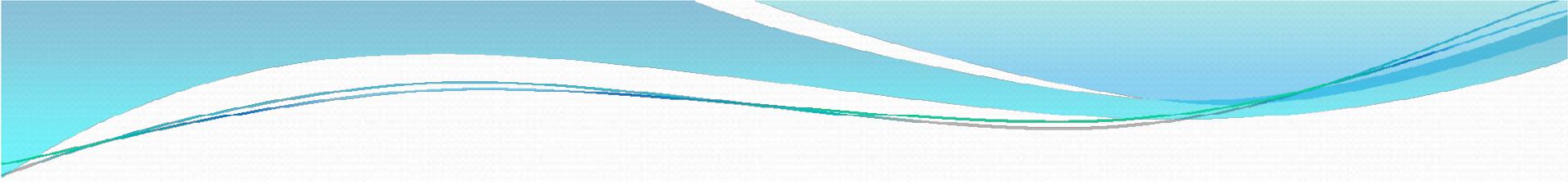
New Trends in Organization Change

- **GLOBALIZATION**
- **DIVERSITY**
- **FLEXIBILITY**
- **FLAT**
- **NETWORKS**



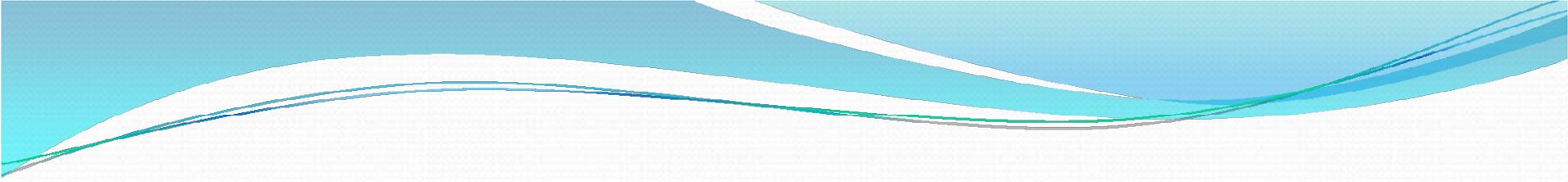
Stress management

- Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. People experience stress in different ways and for different reasons. The reaction is based on your perception of an event or situation. If you view a situation negatively, you will likely feel distressed—overwhelmed, oppressed, or out of control. Distress is the more familiar form of stress. The other form, eustress, results from a “positive” view of an event or situation, which is why it is also called “good stress.”



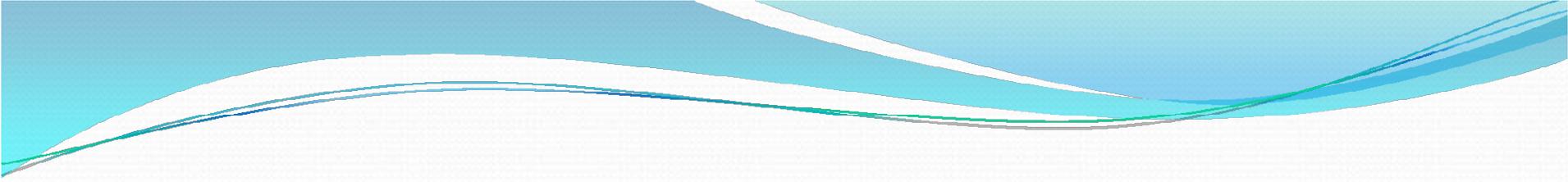
Stress management

- Causes of Stress The most frequent reasons for “stressing out” fall into three main categories:
 1. The unsettling effects of change
 2. The feeling that an outside force is challenging or threatening you
 3. The feeling that you have lost personal control.



References

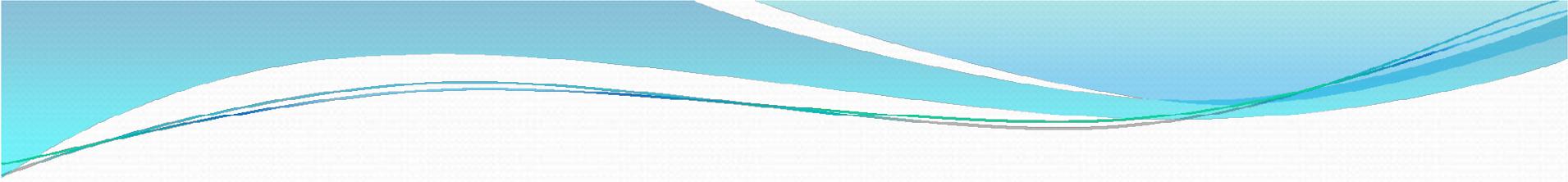
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Mr. Upendra Sharma
Assistant Professor
Department of Computer Application
Jagatpur P. G. College, Varanasi



Thank You