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Change management theory involves introducing new processes and procedures, but it's easy to neglect areas which require significant attention. There is so much to consider, from the psychological response of your team to external factors. Introducing change without some form of organizational theory design and change can result in devastation.

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organizational behavior most effectively 3. Discuss the way in which the design challenges discussed in Chapter 4 provide methods of control that substitute for the direct, personal control that managers provide and affect the design of the organizational hierarchy

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'Organizational Theory, Design, and Change' aims to provide students with the most up-to-date and contemporary treatment of the way managers attempt to increase organizational effectiveness. By making organizational change the centerpiece in a discussion of organizational theory and design, this text stands apart from other books on the market. In-chapter tools help students make the connection between concepts and the real-world implications of organizational design and change. The book covers - Stakeholder approach to organizations; Recent developments in organizational structure; Origins of organizational culture; Relationship between international strategy and global organizational design; Transaction cost theory.

KEY BENEFIT: Business is changing at break-neck speed, so managers must be increasingly active in reorganizing their firms to gain a competitive edge. Organizational Theory, Design, and Change continues to provide students with the most up-to-date and contemporary treatment of the way managers attempt to increase organizational effectiveness. By making organizational change the centerpiece in a discussion of organizational theory and design, this text stands apart from other books on the market. The sixth edition has been updated to reflect the most recent trends in real-world managing techniques. Examples have been updated to provide vivid illustrations of such techniques in action. **KEY TOPICS:** The Organization and Its Environment; Organizational Design; Organizational Change Business is changing at break-neck speed, so managers must be increasingly active in reorganizing their firms to gain a competitive edge. This text combines theory with application to show students how organizational change can affect the profitability of a business.

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Organizing involves continuous challenges in the face of uncertainty and change. How is globalization impacting organizations? How will new strategies for a turbulent world affect organizational design? In this second edition of Organization Theory and Design, developed for students in the UK, Europe, the Middle East and Africa, respected academics Jonathan Murphy and Hugh Willmott continue to add an international perspective to Richard L. Daft's landmark text. Together they tackle these questions in a comprehensive, clear and accessible study of the subject.

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