

Effecting Change in Large Organizations

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Sabine Zange



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The impact of environment The impact of people Strategies for large scale organizational change Improving Organizational Functioning Jerome L. Franklin, 1972 An annotated bibliography including subject and author indices is provided The books and articles annotated cover a wide range of issues related to efforts aimed at improving organizational functioning **Handbook of Organizations (RLE: Organizations)** James March, 2013-06-26 This book charts the state of organizational research and theory during the 1960s A compendium of results references concepts ideas and theories this Handbook will be of interest to both academics in organizational theory and managers facing operating problems of organizations **Challenging Perspectives on Organizational Change in Health Care** Louise Fitzgerald, Aoife McDermott, 2017-04-21 This volume provides theory and research on organizational change and predominantly features the application of these ideas to the health care domain broadly defined It addresses enduring issues in advancing to an effective health care system The aim of this book is to offer an accessible and readable text aimed at provoking thought and questioning and aiding creativity It proffers arguments and ideas which are firmly based in empirical data and evidence so that the reader may make informed personal evaluations This book is designed to furnish a comprehensive theoretical basis for understanding organizational change in health care as well as selected core issues of contemporary and future importance to the provision of effective care within sustainable systems A series of coherent themes are addressed throughout the book from differing perspectives However every chapter has been written to stand alone and be read independently Each offers resources relevant to its focal topic in the form of references case studies and critique Setting out a future research agenda the book will be vital reading for organizational change researchers and practitioners in the healthcare industry Effecting Change in Large Organizations Eli Ginzberg, Erving W. Reilly, 1966 **Management in the Human Service Organization** Richard T. Crow, 1981 **Review and Synthesis of Strategies for Effecting Change in Vocational and Technical Education** James E. Wall, 1972 Bulletin of the United States Bureau of Labor Statistics, 1962 **Training Methodology: Background theory and research** National Communicable Disease Center (U.S.), 1969
Integrating the Individual and the Organization, The emphasis on organizational change in the corporate life of recent years including job redesign autonomous groups high performance work systems and the redesign of control systems owes a great deal to the pioneering work of Chris Argyris This book examines how individuals in organizations can become more effective in turn making organizations more effective It explores the conventional pyramidal structure of organizations in which there is top down control by managers over workers and examines their negative consequences These include organizational injustice and eventually irrational decision making Argyris also discusses the characteristic learning system of

the modern organization which he describes as single loop in character This system he argues is only adequate enough to permit the organization to implement existing policies It does not permit the more difficult and comprehensive task of questioning underlying goals and assumptions which he terms double loop learning In this kind of learning the organization is able to confront the more difficult problems that affect organizations in a time of transition In his new introduction Argyris reviews the strengths and limitations of the argument advanced in *Integrating the Individual and the Organization* He describes why the pyramidal structure endures and why creating a self learning organization is an even more challenging task than he has imagined The book will be of interest to professionals with a long standing interest in organizational development as well as those just entering the field managers confronting the challenge of organization change and researchers in organizational behavior and theory

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Management in the Human Service Organization United States. Office of Family Assistance, 1980

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