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## Organizational Change Stress Management

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Organizational Change and Stress. •  
Research shows that organizational changes incorporating OB knowledge of how people react to stressors may yield more effective results than organizational changes that are only objectively managed through goal-setting. o The role of leadership is critical.

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Chapter 18 - Organizational Change and Stress Management. Robbins and Judge: Organizational Behavior 15th Edition taught @ George Washington University: EMSE

6005--Organizational Behavior.  
STUDY. PLAY. Change. Making things different. Planned Change. Change activities that are intentional and goal oriented.

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Management Forces for Change:

- changing nature of workforce
  - technology -economic shocks
  - changing competition, social trends,  
and world politics
- Planned Change:

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Managing Planned Change Goals of  
Planned Change: Improving the ability  
of the organization to adapt to  
changes in its environment. Changing  
the behavior of individuals and groups  
in the organization. Change Making  
things different.

~~Organizational Behaviour Stephen  
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Chapter 18: Organizational Change and Stress Management Due: Discussion Board Posting #6 Week 16: Monday, April 29, 2019 Exam Module #3 - (Chapters 4,14,15,16, and 18) \*Exam #3 will be open from Monday, April 29th through Wednesday, May 1st\* 6 | P a g e University Policies UT Tyler Honor Code

~~[MOBI] Chapter 18 Organizational Change Stress Management~~

Chapter 18: Organizational Change and Stress Management Forces for Change • All organizations need to adjust to multicultural environment, demographic changes, immigration, outsourcing • Technology is fast changing and growing cheaper • Economic shocks in housing and financial sectors • More global

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competition • Social trends are changing, more environmental awareness, acceptable of lesbian and gays • Changing world politics  
Planned Change • Change – making things different ...

~~Chapter 18 – Chapter 18~~

~~Organizational Change and Stress ...~~

Chapter 18 Organizational Change and Stress Management • All of the following is most likely to result in the changing nature of the workforce o Immigration o Outsourcing o multicultural environment o demographic changes o NOT changing literacy levels • The recent bankruptcy of auto manufacturers General Motors and Chrysler were caused due to economic shocks • Organizations are increasingly adjusting their processes and

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positioning their products as  
environment friendly and sustainable

...

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Organizational Behavior, 15e

(Robbins/Judge) Chapter 18

Organizational Change and Stress

Management 1) An example of change

in the nature of the workforce is an

increase in \_\_\_\_\_. A) college

attendance B) mergers and

consolidations C) capital investment

D) divorce rates E) cultural diversity

Answer: E Explanation: E) Almost

every organization must adjust to a

multicultural environment ...

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Chapter 18 quiz 1. Appreciative

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inquiry (AI) is an organizational development technique. Which of the following statements is true regarding appreciative inquiry? It consists of four steps including discovery, dreaming, design, and destiny. 2. Selective information processing is a major source of resistance to change.

~~Chapter 18 organization change and stress management...~~

A) changes in organizational patterns may threaten the expertise of specialized groups so these groups tend to resist change B) individuals hear what they want to hear and they ignore information that challenges the world they've created C) limited changes in subsystems tend to be nullified by the larger system D) groups in the organization that control sizable resources often resist

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## ~~Quiz+ | Quiz 18: Organizational Change and Stress Management~~

When change occurs stress is found throughout the organization. Stress is defined as a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important. There are different types of stress.

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