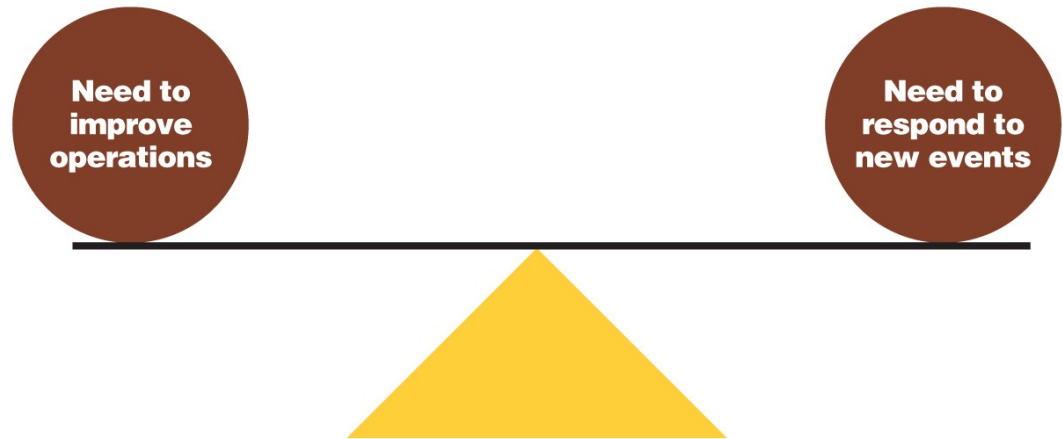


Change in Higher Education

Organizational Change

Figure 8.5
Organizational
Control and
Change



Managers must balance the need for an organization to improve the way it currently operates and the need for it to change in response to new, unanticipated events.

Organization Change

Movement of an organization away from its present state and toward some desired future state to increase its efficiency and effectiveness

Steps in the Organizational Change Process

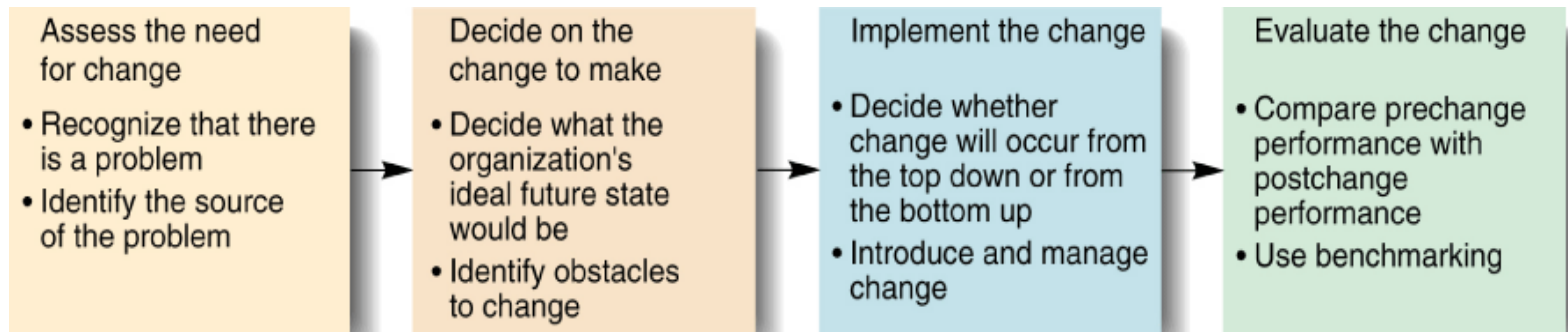


Figure 8.6

Organizational Learning

Process through which managers try to increase organizational members' abilities to understand and appropriately respond to changing conditions

- Impetus for change
- Can help members make decisions about changes

Top-down Change

Top managers identify what needs to be changed and move quickly to implement changes throughout the organization

Bottom-up Change

Managers at all levels
work together to
develop a detailed plan
for change

