

MANAGEMENTUL SCHIMBĂRII - DOMINANTĂ A MANAGEMENTULUI ORGANIZAȚIILOR

CHANGE MANAGEMENT - A DOMINANT OF THE MANAGEMENT OF ORGANIZATIONS

Drd.ing. Emeric Ovidiu LAPOSI

Șef lucr.dr.ing. Ioan Simion DAN

Șef lucr.dr.ing. Călin Ciprian OȚEL
Universitatea Tehnică din Cluj-Napoca

Abstract: Regardless if we consider the change an illusion or the constant paradox of the management, the dynamic of the world around us is changing with an increasing speed. Old as the first organizations, the change management metamorphosed into a structured approach in order to facilitate the adoption of change by individuals or groups within organizations. The interdependence of organizational sub-systems, social and technical ones, affected by change, requires the combined efforts of many disciplines, from engineering and system thinking to psychology, cognitive and behavioral science. Understanding that organization change as well their employees, the change process has to be built on the foundation of communication, empowerment and focus, while the individuals, dependent on their personalities traits, will pass all through the same phases of change cycle, different being the duration and intensity of each phase.

Keywords: strategy, motivation, change, change cycle, empowerment, recognition