

Change Management - A Tool for Organizational Excellence

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Today's business environment requires organization to undergo changes if they want to survive at both operational and strategic level,. Globalised economy has resulted in new business concerns, where future and success depends on how well change is managed like speedy transformation of mission, vision, core values, core competence, management style, policy framework, management system, structures, process, renewal mechanism etc. of organization. Competitiveness is the best parameter which determines the survival of enterprises and organizational excellence in this scenario Change management is one among all the five pillars of organizational excellence namely, Process Management, Project Management, Change Management, Knowledge Management and Resource Management. Change management means empowering organizations and individuals for taking over their responsibility for their own future..Any change program would revolve around people - changing their mind set, behavior and motivational level. Human resource (HR) strategy can play an important role in helping organizations achieve change. Change Management seeks to understand the sentiments of the target population and work with them to promote efficient delivery of the change and enthusiastic support for its results. HR has always been central to organizations, to-day it has taken on an even more central role in building a firm's competitive advantage.. The dynamic of change becomes one of the central facets of any business where the role, function and process of HR must be redefined in the context of change. For its successfully implementation, organizational leaders must identify the need for change. People at all level to be engaged in designing the implementation strategy, which help to ensure employees at all levels of the organization, embrace the proposed changes.

Key words: Change Management, Business Scenario, Organizational Excellence, Knowledge Management.