Organizational change as it impacts Organizational culture

Student’s Name
Institutional Affiliation
Organizational culture can be described as the norms and practices developed by people in an organization over a course of time.

In order to improve organizational performance, one will need to change the organizational culture.
Culture is the adapted behavior in the organization.

It is very challenging to change culture in institutions.

Change is going to be looked at in different elements: Element affecting employees, learning, training and psychological aspect of resisting change.
Although change in organization’s culture may be necessary, it is advisable to avoid changing the entire culture of an organization at once.

Cultural changes should commence with changing the micro culture that people have personally developed at the expense of organization culture.

It is good if leaders explain to the employees why there is a need for a change.
Learning

* A change process in the organization emphasizes the need for a total behavior change.
* Utilize educational interventions to introduce a new culture in the organization.
* Involve all the members of the organization.
Training

- Organizations will be better off if they learn new ways of thinking and working.
- Organize training opportunities to help the employees with the transition.
- Training helps to acquire new knowledge and skills.
- Give the employees the room to decide what they think they want to learn.
Psychological aspect of resisting change

- Employees resist any change for the fear of the unknown.
- Change makes employees uncomfortable and anxious.
- Change is seen as a plot to rob people of their identity and jobs.
- Accepting change will be seen as betrayal to the other employees.
Psychological aspect of resisting change (Cont)

- Communicate the need for change.
- Guide the employees through the transition period by dealing with their insecurities.
- The resistance to change comes from the fear that they will not be able to learn the new ways, hence become incompetent.
**Reference**