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TYPES OF CHANGES

(a) Proactive changes:- Proactive changes occur when some factors make realize organization think over and finally decide that implementation of a particular change is necessary. Change is introduced in a planned manner.



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(b) Reactive changes:- Reactive changes occur when forces compel organization to implement change without delay.



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Planned change:- When changes are effected after working out when and how they will be carried out, planned changes occur.



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Organization level resistance to change / Sources of organizational resistance

- (a) Organizational structure**
- (b) Organisational culture**
- © Organisational strategy**
- (d) Structural inertia (inactivity)**



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Individual level resistance to change

- (a) Fear of the unknown**
- (b) New learning**
- © Disruption of stable friendship**
- (d) Distrust of management**