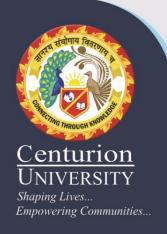
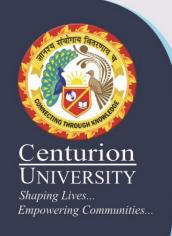


TYPES OF CHANGES

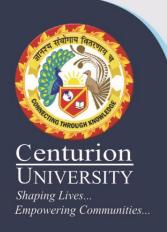
(a) Proactive changes:- Proactive changes occur when some factors make realize organization think over and finally decide that implementation of a particular change is necessary. Change is introduced in a planned manner.



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

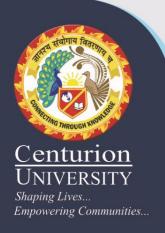


Planned change: When changes are effected after working out when and how they will be carried out, planned changes occur.



Organization level resistance to change / Sources of organizational resistance

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



Individual level resistance to change

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