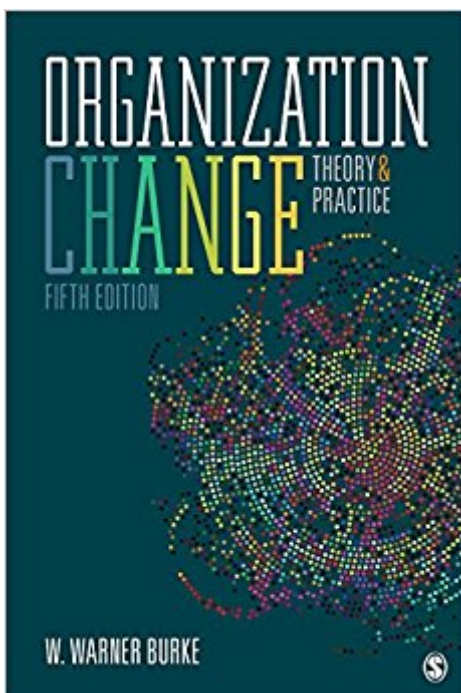


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# Organization Change: Theory And Practice



## Synopsis

Change is a constant in today's organizations. Leaders, managers, and employees at all levels must understand both how to implement planned change and effectively handle unexpected change. The Fifth Edition of the *Organization Change: Theory and Practice* provides an eye-opening exploration into the nature of change by presenting the latest evidence-based research to discuss a range of theories, models, and perspectives on organization change. Bestselling author, W. Warner Burke, skillfully connects theory to practice with modern cases of effective and ineffective organization change, recent examples of transformational leadership and planned and revolutionary change, and best practices to successfully influence change. This fully-updated new edition also includes a new chapter on healthcare and government organizations, offering practical applications for non-profit organizations.

## Book Information

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## Customer Reviews

Organization Change: Theory and Practice is not bad for a university level textbook. Many of the

books that I have had to read for courses are dull and dry, but Burke does a fabulous job bringing personality and levity to the content without sacrificing any of the important information. The chapters are well organized, and it is written in a way that seems like Burke is your professor and he is just walking you through Organization Change in a casual, comfortable way. Ultimately, I have learned a lot from this text already and know that if I take the time to reread it (which I likely will do), I will gain even more insight into this complex practice. Overall, this is a great textbook with lots of valuable insight and specific details, charts, and images which help to explain difficult themes.

Based on 2nd edition. See also: Demers, C. (2008). *Organizational change theories: A synthesis*. Los Angeles, CA: SAGE Publications. Northouse, P. G. (2010). *Leadership: Theory and practice* (5th ed.). Thousand Oaks: SAGE Publications. With Burke, Demers, and Northouse's book, you'd have a foundational set of references from which to understand leadership theory and organizational change theories. If you read both Burke and Demers, I'd read Burke first because he takes a more topical and systematic approach to presenting the information. Topics included: 1) History of organization change 2) Theoretical foundations - open system theory 3) Nature of organizational change 4) Levels of organization change - individual, group, larger system 5) Research and theory 6) Conceptual models for understanding organizational change 7) Integrated models for understanding change 8) Causal Model of organizational performance and change 9) Application of causal model 10) Transformational leadership 11) Leading change This book is not a how to book. Instead, it's for those who are interested in gaining a historical and theoretical perspective on organizational change.

My class didn't rely to heavily on reading this book thank goodness. I could not read more than one paragraph at a time without getting bored and closing it.

Very good intro to Organization Change. Easy read, easy format to follow, if students actually read it there's room for a lot of discussion. Probably a bit advanced for undergrads though.

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I have not read this book in its entirety but I have studied the topic "Organization change" and felt that the author covered many topics that were necessary for this subject. I felt this author was thorough in regards to this topic.

An excellent resource for studies on organisation. useful engagement with theories and the practical examples are relevant. I found it relevant to public management and was a good addition to the other resources.

I'm currently studying and found this book very useful for an assignment, it explains things in an easy to understand way and is very comprehensive in its coverage of this topic. Good practical reference book also.

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