

HRM-M11HRM Group Assignment  
**Role of HR in Change Management.**



- Change Management**
- Change is a process, not an event
  - Change is a journey, not a destination
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**change management during merger and acquisition**

- Change with necessity and urgency
- Analyze linkages and behavioral reasons for the existing objectives
- Change in technology
- Change in management
- Change in culture
- Change in structure
- Use of the 7-Step Model of Change Management
- Working with employees with common beliefs
- No link between job security and resistance to change



**Strategies for effective change management**

- Refuse or hinder entirely (the latter recommended as being change process which involves all the vital elements that are required to implement change in change management)
- Establish sense of urgency
- Build a powerful guiding coalition
- Select parties and leaders
- Communicate, communicate and communicate the change mission
- Empower broad-based action (Diverse Mandates)
- Generate short-term wins. Celebrate some success early
- Consolidate change and produce more change

**Role of HR in change management**

- Define change of every organization first
- Develop a framework of how the change would be implemented
- Coordinate between senior management and other employees
- Reaching the short term goals with leader
- Organizational skills
- Analyzing the effect of change in particular department
- Communication
- Understanding and using the correct medium to communicate to different groups
- Training the employees to cope with the change
- Engage Managers
- Engage the employees

**What is a CULTURE of Organization**

**Conclusion**

- Most role of HR in mergers and acquisitions
- HR strategy for achieving the synergies
- Building relationships
- Keeping track of change maps of the both companies
- Proactive, attentive and ready to take actions to achieve success of projects and organizations
- **The best change plans are useless unless they are implemented.**

**Recommendations for Effective change management:**

- Avoiding Cultural Clash - differences in terms of business practices
- Involvement of people in change management, positive experience - Consensus involvement from the staff
- The best change plans are useless unless they are implemented.
- Culture of change

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# HRM-M11 HRM Group Assignment

## **Role of HR in Change Management.**

### *Symphony*

*Chinmay Joshi(4183774)*

*Ganesh Gosavi(4028486)*

*Prasad S S(3521755)*

*Saurabh Shah(4250009)*

*Swetha Gunda(4282697)*

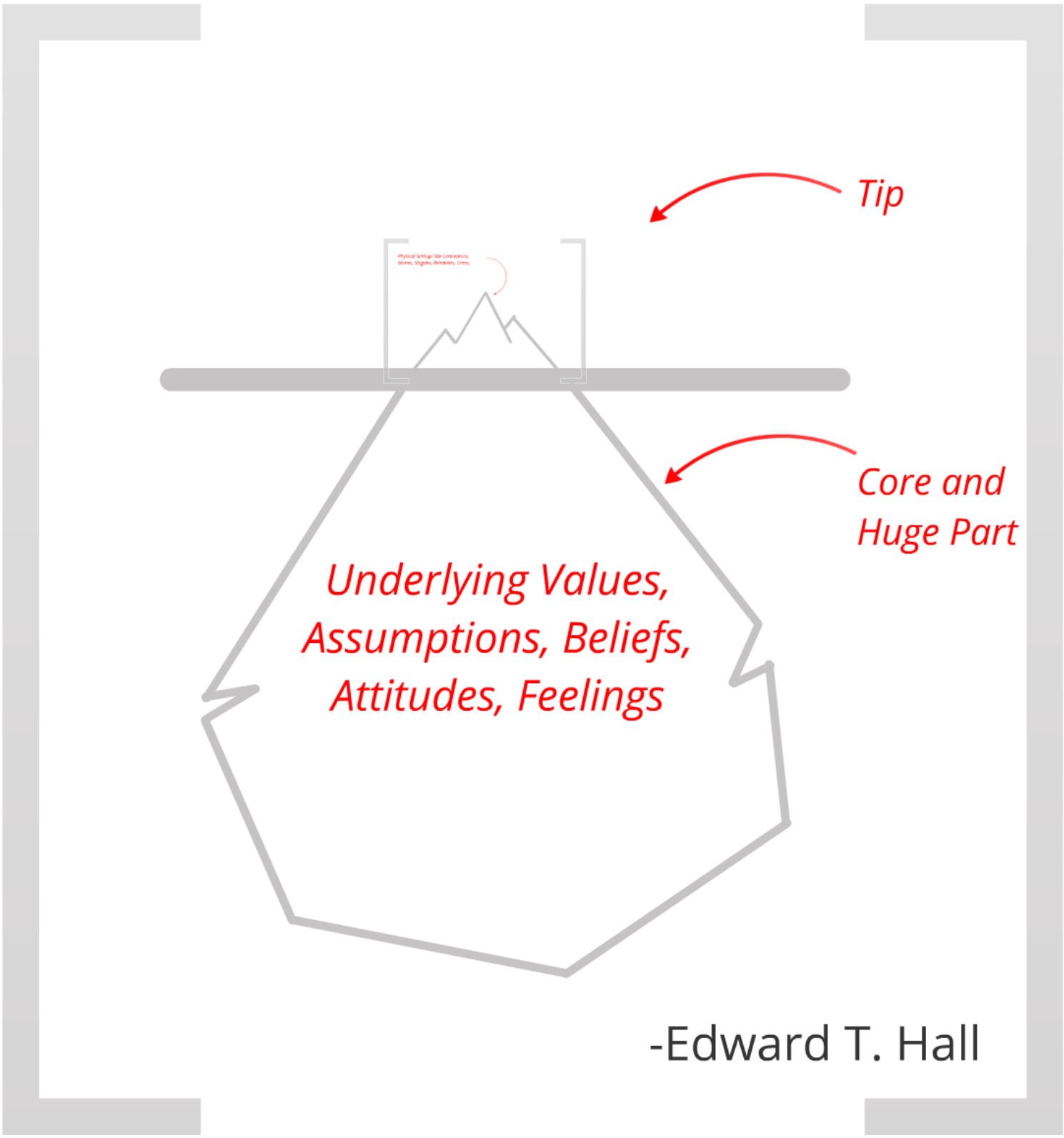
*Vamsi AR(4070005)*



# What is a **CULTURE** of Organization

*Physical Settings like Ceremonies,  
Stories, Slogans, Behaviors, Dress,*





*Tip*

Physical Settings like Ceremonies,  
Stories, Symbols, Debates, Games

*Core and  
Huge Part*

*Underlying Values,  
Assumptions, Beliefs,  
Attitudes, Feelings*

-Edward T. Hall



# *Change Management*



change management is a task of managing the change and controlling that mechanism to reach the final goal of successful implementing new technology or culture throughout the organization.

Fred Nickols

# *Change Management*

-Peter Grumpet

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**Thank You.....**