Organizational change

Conflict theory claims that society leads everyone to a state of competition over limited resources. In business, organizations conflict is most likely to emerge between employees for survival and growth. Symbolic interaction according to Max Webber means interaction among people for acting according to the meaning of their world. Social experience and encounter of individuals in society influence their behaviors (Crossman, 2018).

As I have joined the new local store where operations are outdated so I would ask the director to make changes. Change is crucial for improving productivity and efficiency. Some of the suggestions for implementing change would include conflict management, promoting interaction among employees and encouraging discussions. The three theories of change management include conflict theory, symbolic interaction and organizational change theory.

Both theories explain the process of organizational change. Conflict theory suggests interpersonal conflicts are most likely to occur in organizations where employees are competing with each other. It depicts the need for managing conflict among workers by stressing on the attainment of organizational goals. Conflict sometimes undermine one's ability to work in a group. The manager has thus an important role in resolving conflict arising among employees (MacLean, 2008).

Symbolic interaction is also managing organizational change by promoting interaction among employees. This encourages workers to share their ideas that leads to creativity and innovation. It assists in dealing with the problems or power and tyranny. In work the employees make sense and interpret events that involve unreasonable doubts. The theory suggests that disputes are created by people due to their desires of staying at better position. It also states that one’s commitment towards goals encourage him to work with a passion (MacLean, 2008). Organizational change theory stresses on developing arrangements for managing change. This includes explaining the process and need for change to the employees.

References

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