



Organization Change: Theory and Practice

W. Warner Burke

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This best-selling text shows how effective organization change is grounded in sound knowledge about human behavior in the workplace. Author W. Warner Burke reviews various models and cases to demonstrate how to diagnose change issues in organizations. The book integrates theory and research with application for insight into all aspects of organization change. Key Features Discusses a range of theories to help understand organizations and change: Readers learn about open-system theory, Capra's ideas about the life sciences, chaos theory, and Gladwell's *The Tipping Point*. Examines both evolutionary and revolutionary organization change, as well as the nature of change: The text discusses different types of change and also shows that organization change is initiated by changing behavior. Illustrates the usefulness of models: Models, including the Burke Litwin model, help simplify and focus the organizational change effort. New to the Third Edition Includes a new Chapter 11, *Organizational Culture Change*: This chapter focuses on changing an organization's culture the way we do things the most difficult aspect of organization change. New sections on positive organization change and loosely coupled systems have been added to Chapter 14, *Organization Change: Integration and Future Needs*, providing direction on future organizational change efforts. Offers a new case on revolutionary change: The Dime Bancorp, Inc., case in Chapter 5 provides an example of change in an organization's deep structure. An Instructor Teaching Site includes a test bank; PowerPoint slides; sample syllabi; access to SAGE journal articles; and links to web-based audio and video resources.

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