

New Insights on the Relationship among Organizational Change, Organizational Culture, Employee Motivation and Organizational Development

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Today organizations largely attribute their success to a strong and firmly ingrained organizational culture and the analysis of organizational culture is one of the most important specialties in the area of organizational behavior. Since, any organization is a social system of interrelated parts, it is emphasized that a change in any one element has impacts throughout the organization, implying that change is inevitable and change itself is changing. Further, it has been argued that a change cannot be regarded as organizational development unless it modifies the culture of the organization. Accordingly, along with change, which is said to initiate development, employee motivation is another critical factor, which marks the successful performance of individuals followed by the achievement of organizational goals.

For these reasons, this paper attempts to capture the interdependence or relationship among organizational change, culture, development and employee motivation, for any organization to see the future with a clear vision, it is highly essential to highlight the strategic fit amongst the above components, which are representing integral parts of the same social system. Managers in the present day are being taken over by the illusion of 'change management', despite the fact that change should be incorporated accordingly. Hence, management of any organization must be educated that the de-emphasis of this interconnectivity will cause the outgrowth of numerous negative consequences that affected success of the organization. Consequently, the objective of this study is to propose a sound and solid base for directing management towards the correct path in managing and coping with complexity and dynamism of today's environment. Once reflecting upon methodology of the paper, it is totally descriptive and limited to secondary sources, analyzing findings of many scholars, who have concentrated more or less on the same direction. The conclusion of the study is that organizational change, culture, development and employee motivation are inseparable and interconnected components of the same system backed by conducive organizational leadership, of which, any desirable or undesirable movement of one component will result in significant consequences on others towards the same direction.

Key Words: Employee motivation; Organizational change; Organizational culture;
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