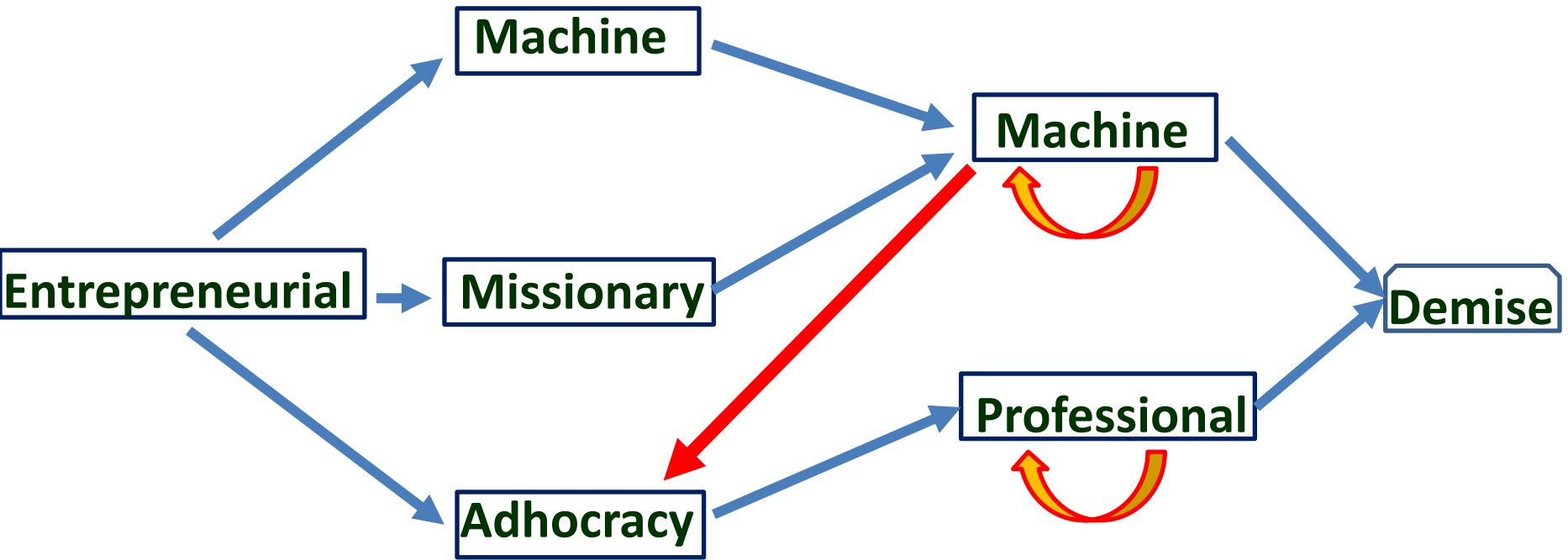


# Organizational Change



# Organizational Configurations



FORMATION

DEVELOPMENT

MATURITY

DECLINE

# Reasons to Change

## External Environment

- Market
- Labour Market
- Cultural Difference
- Regulations
- Technology

## Internal Environment

- Strategic Decisions
- Employees' Attitudes
- Age
- Size



# Common Treatments

- Salary
- Benefits
- Recruiting
- Training
- Evaluation
- Promotion
- Rules & Regulations



# Consistency



# HRM Model vs Organizational Structure

- Arbitrary
- Codifying
- Value
- Individualizing
- Agreement
- Entrepreneurial
- Machine
- Missionary
- Adhocracy
- Professional



# HRM Models vs Strategy

- Arbitrary
- Codifying
- Value
- Individualizing
- Agreement
- Cost Leadership
- Quality, Differentiation
- Differentiation, Flexibility, Quality



# HRM Models vs Labour market

- Arbitrary
- Codifying
- Value
- Individualizing
- Agreement
- Low influence of legislation
- Strong influence of legislation
- Low availability of labour
- Low influence of legislation





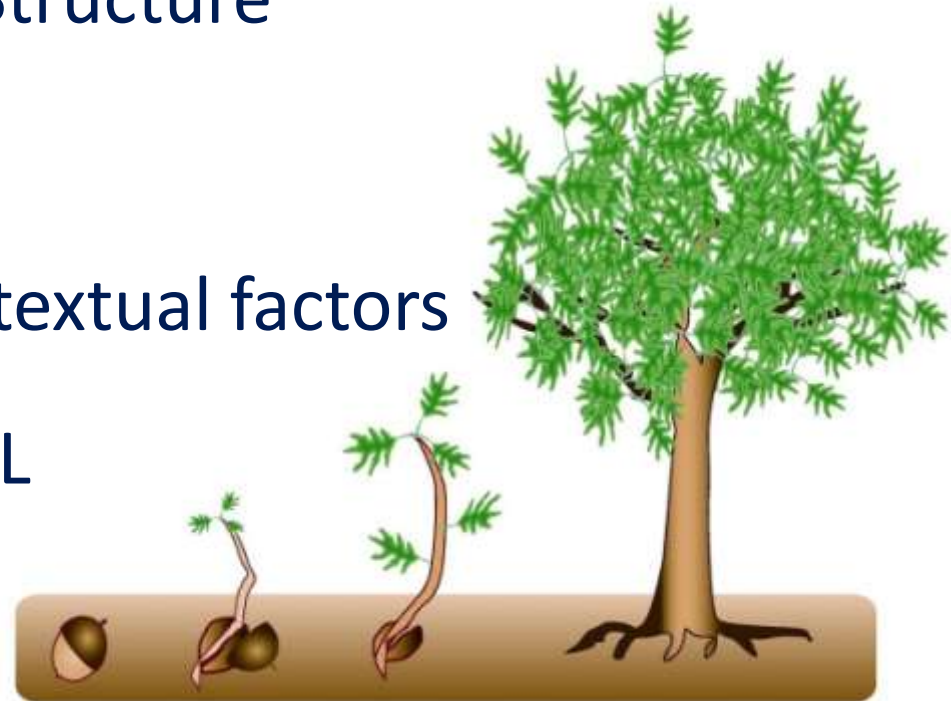
# HRM Models vs Market

- Arbitrary
- Codifying
- Value
- Individualizing
- Agreement
- Hostile Market
- Stable market, Declining demand
- Stable Market



# Steps to be a systematic organization

- Understand the Context
- Define the Strategy
- Choose Organizational Structure
- Cope with HRM Model
- Get consistent with contextual factors
- **IMPLEMENT & CONTROL**



# **Commitment Communication**

**THANK  
YOU!**