

# Organization Effectiveness and Change



Rajpreet Kaur  
Manjit Kaur

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RAJPREET KAUR  
MANJIT KAUR



### ABOUT THE BOOK

Organization effectiveness and change is the systematic and scientific analysis of individuals, groups, and organisations; its purpose is to understand, predict, and improve the performance of individuals and ultimately the organisations in which they work. It applies theory and research from psychology and sociology, and managerial theory that help us to understand how to use this knowledge to improve the effectiveness of organisations. Organizational effectiveness is a concept organizations use to gauge how effective they are at reaching intended outcomes. Organizational effectiveness embodies the degree to which firms achieve the goals they have decided upon, a question that draws on a number of different factors. Among these are talent management, leadership, development, organization design and structure, design of measurements and scorecards, implementation of change and transformation, deploying smart processes and smart technology to manage the firm's human capital and the formulation of the broader Human Resources agenda.

This book is an attempt to discuss some areas of Organisational effectiveness that has been given more thrust recently. The book shall be an interesting reading for the persons having interest in Organisational effectiveness.

### ABOUT THE AUTHORS



**Dr. Rajpreet Kaur**, Assistant Professor of Management at I.K. Gujral Punjab Technical University, Main Campus, Kapurthala, Punjab, India. She has about 13 years of teaching and research experience. Her research interests stress management, work-family life balance, labour laws and industrial relations including human resource management, organizational behaviour, labour laws and industrial relations. She has to her credit research papers published in national and international journals of repute like *Journal of Human Resources in Hospitality and Tourism*, *Management Research Review*, published by reputed publishers like Elsevier, Springer, Sage Inderscience etc. and *Indres* in ABCD, Scopus, ISI etc. She has invited as an expert/resource person on various occasions including national seminars/workshops/training programmes etc. Also, she additionally gave talks on AIR India Radio, Jalandhar. She has presented papers at various national and international conferences and participated in several workshops, webinars, faculty development programs and short-term courses. Her international visits and exposures for research work include the University of Toronto, University of Calgary.



**Mrs. Manjit Kaur** is an Assistant Professor, Head PG Department of Commerce at S.D. College, Hoshiarpur. She has about 17 years of teaching and research experience. Her research interest is in Cryptocurrencies, E-Commerce and Blockchain Technologies. She has several published research papers in her credit in various national and international journals of UGC Care List and Scopus. She has presented papers at various national and international conferences and seminars. She has actively participated and organised various workshops, FDP programmes, Short term courses, Seminars and Conferences.



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