

“YOU BE THE CHANGE THAT YOU WANT TO SEE IN THE WORLD – PRACTICING EFFECTIVELY”

-By Amarendra Kumar Chaurasia, ACM/Mechanical, Shift office, Mine-2,

INTRODUCTION: Nothing is constant in the world. Everything is changing-be it living things or non-living things. Every change faces resistance. If one wants to change that one wants to see in the world, one has to practice effectively overcoming change resistance.

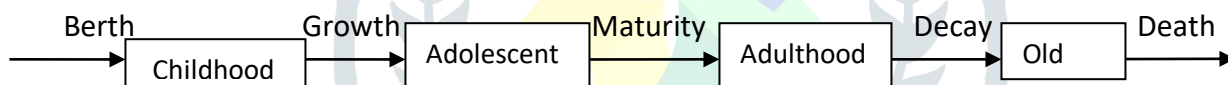
CHANGE: It may be defined as any deviation in things-living or non-livings from its original form.

TYPES OF CHANGE: The Change may be classified into two-

1. Living things change
2. Non-living things change

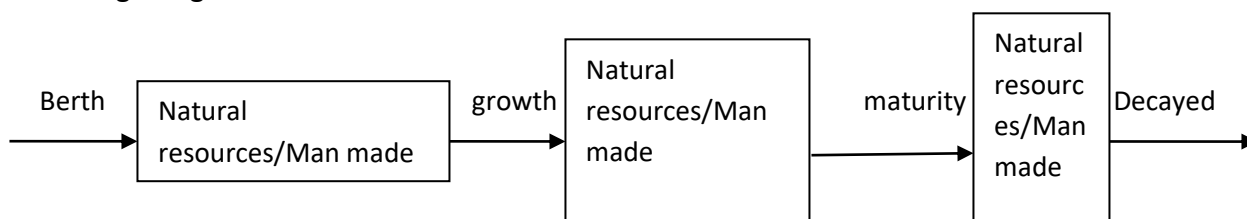
1. Living things change:

Any change in living things is called Living things change. Living things are those who/which are born, grow/mature/move and die. They are only creatures of Nature/ God/Almighty, not manmade. Animals including Human beings and plants are examples of livings things. There is a continuous change from one phase to another phase of life cycle of living thing.



2. Non-living things change

Any change in non-living things is called non-Living things change. Non-Living things are those who/which may include natural resources and the manufactured products using natural resources. Natural resources include mountains, rivers, seas, suns, planets, stars, raw materials, minerals and manmade products include table, chair, electricity etc using natural resources –plants ,coal, wind, solar energy etc. There is a continuous change from one phase to another phase of life cycle of non-living thing.



Resistivity of change: It has been observed that sometimes it is easy and sometimes it is difficult to make change in the existing system due to internal and external factors. The later situation is called resistivity of change.

Change agent: Change agent is required to overcome the Resistivity of change. Change agent may be tangible or non-tangible. Human beings, motivation in the form of rewards/awards/prizes and that in the form of appreciation, praise etc are the examples of tangible or non-tangible change agent respectively.

Leader is the best change agent: Motivation in the form of rewards, awards and prizes are not as effective as a leader practices for what he/she wants to see in the world. To cite examples- children imitate parents' characters, a subordinate inculcates boss's attitude and behavior, employee follows employer, growth/recession of an organization is steered by the strategic decision of the top management.

Conclusion: If we want to see change in the world, first of all we have to change ourselves by practicing it effectively.

References:

1. On line IGNOU study materials on management,
2. On line PU study materials on management,
3. UGCNET in management.
4. Others