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Change Management and Decision Making

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Change Management and Decision Making

Change management is a method that organizational leaders consider to implement external and internal processes. Decision making, on the other hand, is where information is gathered and assessed to pick one alternative from the several. The literature describes why change management is so difficult for most people and why decision-making is tough for some people.

Change management is difficult for most people due to fear about job security in the workplace. Individuals resist implementing changes if they feel that their positions in the company would be affected. For example, technological changes lead to eliminating some positions that could make the parties involved avoid it. Change management is also difficult for most people due to the lack of poorly aligned reward strategies. Introducing new ideas takes a lot of effort and time that the people involved have to be rewarded for remaining motivated (Karvonen et al., 2018).

On the other hand, the changing agents focus on the expected outcomes other than the people involved. As a result, demotivation develops, causing most of the tasks needed not to be implemented. For example, the workers could be informed that changes would attract promotions so make them motivated. Developing rewards that satisfy all the people involved is hard, making the process difficult. Therefore, change management is difficult as it attracts job insecurity issues, and since proper reward systems are hard to implement, the process gets tough for most people.

Fear of the future is the other reason most people find change management difficult. When people have less information on the changes' impacts, they fear and resist the changes (Karvonen, Sharp & Barroca, 2018). Companies need to maintain two-way communication in

the process, to make the people understand the need and impacts. Nevertheless, with the complexities of procedures, communicating all matters is hard, so the unknown fear is not controlled most times. Peer pressure is also a reason to make the change management process hard. People in workplaces talk and interact to discuss the matters taking place. Some team members would develop a negative attitude towards changes so to protect their interests. If this information reaches many individuals, resistance to execute the needed tasks grows, leading to the failure to meet the expected outcomes.

Some people also struggle to make decisions due to several reasons. Information overload makes the process hard, as the factors under assessment are many. Having a lot of data is considered a benefit in the decision-making process, but it becomes overwhelming when it is too much and not well organized (Bossaerts & Murawski, 2017). People need user-friendly information to avoid confusion and misunderstanding. Not accessing enough information is also a reason to make the decision-making process hard. The first step in the process is determining the decision to be made, followed by gathering information. In case little or no information is collected, weighing options becomes hard, altering the whole process. Again, some people do not succeed in making decisions due to misidentifying the issue. In this process, the actual issue must be resolved to gather relevant data. When the issues around get complex, identifying the challenge is hard. As a result, determining the resources in assisting address the problem becomes hard so, the expected outcomes are not attained. Decision-making is also difficult for some people due to overconfidence in the results.

Positive thinking is useful in making decisions, but being realistic and developing achievable expectations is needed. When this is not the case, people establish goals that are hard to attain, and since they are not attained, frustration results in making the process fail (Bossaerts

& Murawski, 2017). Finally, decision making is difficult for some people due to impulsiveness. To make decisions require research, reasoning thus consuming time. On the other hand, people have other life pressures that could make them skip some necessary steps causing poor outcomes. Therefore, making decisions is hard for some people because they do not manage the pressure that comes with it.

References

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