

## عنوان مقاله:

(Change Management in an Engineering Organization (A Case Study

## محل انتشار:

نهمین کنفرانس بین المللی مدیران کیفیت و چهاردهمین کنفرانس بین المللی سازمان کیفیت آسیا و اقیانوسیه (سال: 1387)

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## خلاصه مقاله:

This paper introduces a model aimed at improving the quality factors in an engineering organization. Considering, the most engineering organizations are project oriented, so there is needed to change their conventional approach to propose modern and reliable economic services of good quality in the construction industry. In today's world, it is impossible to imagine static environment with few changes, however, procedure of managing this environment necessarily requires recognition of all aspects. Change management is responses of manager to environment changes. Mainly, purpose of change management is reducing tasks disorder. On the other hand, each change is equal to gain some opportunities development. In order to have successful changes, the change process must be clear which proper leadership and obvious communication are needed. This research provided process of changes in an engineering organization (MANA) as a case study. Necessity of change had been found by its manager whereas there were various objectives to develop organization. To obtain these goals, modern management science and change management theories have been used and some improvement projects were defined. These projects included preparing strategy, promotion of human resources (environmental changes; better qualification; improving capabilities of engineering with employing centralized experts instead of outsourcing), improving coordination procedures by management information systems, managing projects by using project management standards and finally implementing enterprise project management. Based on case study by the authors involving the construction industry, this paper reports on quantitative methods on the efficiency of changes

## کلمات کلیدی:

Change Management, Project, Engineering Organization

## لینک ثابت مقاله در پایگاه سیویلیکا:

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