



POOR ORGANISATIONAL CHANGE MANAGEMENT

IMPACTS OF POOR ORGANISATIONAL CHANGE MANAGEMENT

The impacts of poor organisation change management on both workers and organisations is numerous. Some impacts to consider include:

ON WORKERS

Increased stress due to uncertainty, lack of support, and changes in their work environment or job responsibilities.

Decreased job satisfaction due to the negative effects of poorly managed change.

Reduced productivity due to disruptions in work processes, reduced efficiency, and decreased productivity.

Burnout due to overwhelm from the demands of poorly managed change and experience burnout, leading to decreased job performance and increased absenteeism.

Health issues: Prolonged stress and anxiety caused by poorly managed change can lead to physical and mental health issues, such as insomnia, depression, and cardiovascular disease.

ON ORGANISATIONS

Decreased profitability from disruptions in workflows, decreased productivity, and increased costs, ultimately impacting the profitability of the business.

Damage to reputation: Poorly managed change can result in negative publicity, leading to damage to the business's reputation and loss of customer trust.

Loss of competitiveness/loss of competitive advantage as the business struggles to adapt to new market trends and customer demands.

Reduced employee morale, to decreased job satisfaction, increased absenteeism, and higher turnover rates.

Decreased customer satisfaction due to disruptions in customer service, resulting in decreased customer satisfaction and loyalty.

Legal and regulatory issues due to non-compliance with employment laws, safety regulations, and environmental standards.