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 ...Organizational development theories: Focus on group dynamics and action research; Explored group training methods; Adopted various values and objectives, such as humanistic values; Organizational change management, however, has emphasized: Practical, step-by-step change models and frameworks; Shorter-term change projects, versus longer-term organizational development programs
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 The Burke-Litwin Model of Organization Performance and Change. The Burke-Litwin Model of Organization Performance and Change incorporates the concepts of organizational climate and culture (Burke, 1992). Burke (1992) describes the concept of organizational climate as “a psychological state strongly affected by organizational conditions, such as systems, structure, and managerial behavior”. (p. 126).
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