MANAGING PUBLIC SECTOR REFORMS: A CHANGE MANAGEMENT APPROACH

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ABSTRACT

Public sector organizations are often perceived as resisting change. Many public sector organizations seek capacity (the ability to get things done) but not change (a different way of doing old and new things). The introduction of increased use of appropriate change management strategies and methods in development cooperation will often be resisted due the difficulty of precise definition of their results and the uncertainty of their outcomes. In this research article we identify the main theme in recent change and reforms of public sector management and show the extent of the challenge to the organizational assumption. While recognizing the objective of the change could bring benefit if realized. It argues that there is a serious of issues that are unresolved. In this research article we have discus about the management of change and reforms in public sector organization by including classification of reforms and change management and some steps of successful change, in the last of the article we also discus how to design and implement reforma and change management and how to design the process of change.