FMC Green River: Organizational Change

Introduction
Everyone requires changes due to the alteration in the environment. Every organization needs to change its process and rules according to the changes in the industry and external environment. FMC Green River should also focus on organizational change and development due to maintaining a balance between internal and external environment. The old structure of the organization is disturbed by the changes. It provides new opportunities for the business. The degree of change also plays an important role in the development of an organization. Some of the changes are related to specific part or department of an organization and some of them influence the organization as a whole. The major areas for Green River that can be focused are technological changes, changes in marketing conditions, social changes, etc. (Harris & Hartman, 2001).
Organizational Analysis
FMC Green River can change itself by focusing on internal and external needs of the organization. One of the major aspects of change is technologies. Latest technologies are being used by most of the organizations in order to enhance their processes. The adoption of technologies will help Green River to minimize the cost. This is also an important tool to strengthen the competitive position of the organization. The changes in the technologies will also influence the organizational structure, employee behavior, organizational processes, etc.
The changes in managerial personnel are also important aspects of organizational change. If there is a deficiency in the organization, it can be removed by changing the procedures. The levels of management, coordination time management can create some problems, if there is some deficiency in the organization. The organizational change will provide the platform for the development of the organization by removing and bridging all these gaps. In Green River, the changes should be planned in a well manner. The technological changes should be aligned with decision making abilities and process focusing activities (McKenna, 2000).
The tasks of the employees can also be changed by applying rotating work procedure. It will contribute the organizational development and performance enhancement. The company can change the hierarchal levels of its organizational structure. The line and staff functional authority can also be changed. Feedbacks related to the change should also be followed up by the organization. Green River can also change its recruitment and selection sources in order to get the right people (Harris & Hartman, 2001).
Alternatives and Recommendations
FMC Green River should identify the areas for change. The complete process of change should be planned before implementing. The company should focus on the environmental and individual adaptation. The dynamic characteristics of the environment should be marked in change process. If there is imbalance in organizations due to change, the company need some innovative programs. It is not possible for Green River to reach to the environmental adaptation without the individual adaptation. The individual adaptation should also be given high priority by the organization. All the changes and plans for the development of the organization should be communicated to each and every employee.
Implementation with Contingency Plan
The implementation of the proposed organizational changes with contingency plan provides the solution to a particular situation as it arises. The development of the organization is associated with the organizational change. The technology should be used by Green River as it is required. The people who are responsible to handle the technologies should be trained in order to get the maximum benefits of the technologies. The innovative programs should be identified by the management; this will help in filling the gap among different processes. If the changes in an organization are designed and implemented by following above guidelines, it will lead to the organizational development.

References

Harris, O. J. & Hartman, S. J. (2001). Organizational Behavior Haworth Press.

McKenna, E. F. (2000). Business Psychology and Organisational Behaviour: A Student's Handbook (3rd ed.). Psychology Press.