

Abstract

This bachelor thesis deals with the process of implementing changes in organizations. At the beginning, the concept of change is defined, and the discipline of change management is introduced, which deals directly with the process of implementing change within a company, before exploring the concept of organization and organizational change. After gaining a proper understanding of the key concepts, a typology is given for a more specific notion of possible changes. Typology is enriched by the changes that occurred during the current global COVID-19 pandemic. Additionally, several popular models used in change management are also described, paying particular attention to the implementation of changes during COVID-19. This is supported with an analysis of a specific company, which change management was negatively influenced by consequence of the state emergency due to pandemic. Interviews were conducted with employees, from whom subjective statements about changes within the company were obtained just as their feelings induced by these changes. The methodology is based on a theoretical basis. Weaknesses of processes were identified through the analysis. Finally, the whole process of implementing changes in the company is evaluated.

Key words

organization, process, change, implementation, change management, interview