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# **“The Change Equation”**

## **A Holistic Analysis of Organisational Change**

**A Thesis presented in partial fulfilment of the requirements for the  
degree of Master of Business Studies in Human Resource  
Management at Massey University, New Zealand.**

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## **ABSTRACT.**

Introduction of new systems for clarifying work responsibilities within organisations require careful design. By fundamentally altering the way individual duties are defined impacts dramatically on organisational and sociotechnical systems. In this research a case study is used to explore the development and implementation of a system of Job Modelling for process management. The need for a holistic approach to change is highlighted.

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