



Magdalena Hain

# Erhöhung des CMMI-Reifegrades mit Change Management

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# Erh Hung Cmmi Reifegrades Change Management Changemanagement

**Professor Robert A Paton, James  
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### **Erh Hung Cmmi Reifegrades Change Management Changemanagement:**

**Change Management** Professor Robert A Paton,James McCalman,2008-05-13 This updated 3rd edition of a popular text on change management guides readers through the technological organizational and people oriented strategies that managers use to implement change Revised to include power and politics culture and gender the authors have also added international case studies that set change management within the context of globalization Change Management provides readers with frameworks for applying different models of change to different scenarios offers proactive approaches to change that relate to business performance and gives practical step by step guidance on handling change Undergraduate and post graduate students who use this book will gain a greater understanding of change management in the workplace A Systematic Study of Change Management During CMMI Implementation Sheng-Pao Shih,Ruey-Shiang Shaw,Ta-Yu Fu,Che-Pin Cheng,Project Management Institute,2013 This study proposed a modified activity theory framework complemented by a dynamic time axis to analyze each organizational change stage of a two phase capability maturity model integration CMMI maturity level adoption case Previous studies on CMMI and organizational change are reviewed The activity theory is described and the research methodology is explained A case study method was employed to seek out meaningful results using exploration discovery and inductive logic The study revealed the following results At the planning stage the involvement of senior executives determined the positive attitude toward change At the getting started stage employees clear recognition of change objectives determined the change effectiveness At the letting go stage department heads got involved understood and provided both support and mediating activities to achieve the actual benefits At the completion stage performance was used as a measurement tool to help internalize the change into new capabilities The paper concludes by examining the limitations and directions for future research

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