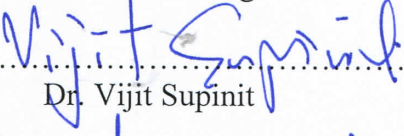
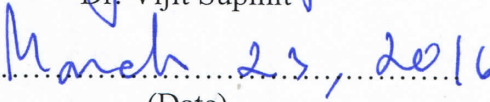


Abstract

Research Title: The Study of Change Management, the Finnish Point of View
 and Experiences
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 Dr. Vijit Supinit

 (Date)

The main purpose of this qualitative study is to give modern and realistic point of view, if change management is necessary in Finland nowadays. This study also explains different factors of change management and how managers should affect on that.

The aim of this study is to find out, if it is important for the organizations to put resources on change management or should they just skip it. There are different models used and when using this study, organizations may choose the most suitable onw for their organizations.

The study consists of theoretical part, results of a questionnaire (made for Finnish employees and employers) and different kinds of thoughts about change management. There are also used the timely information about the situations of Finnish companies.

In the process of the study there is a look over the theory of qualitative study, and explanations for that.

The results found that change management is necessary to get good results from change. situation. There are many situations where managers think they have been doing change management but it has not reached employees. The problem might be that there is not change manager, there are just managers who are “managing” change but not putting enough effort on it.