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IMPACT OF ICT TOOLS ON OPPORTUNITIES AND HIGHER LEVEL CHANGE MANAGEMENT IN THE INSTITUTION

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ABSTRACT:

This paper is a reflection on the essentiality of ICT in the modern world as an empirical identity for the development of an institution. It is a measurable quality of work that can be assessed in terms with an adaption to its principles, methods and deliverance for enhanced working patterns of an institution. The efficacy of such an adaption focuses on the competitive zone of its application with a direct proportional growth of the system for which this application has been made practical. The tools of ICT enhance and facilitate change management for betterment of the institution. Thenceforth, it has to be an accepted ideology that the organizational set-up that believes in 'change management' need to adapt new methods, tools and techniques with knowledge acquisition of ICT to bring forth effective change management in order to improve the service of deliveries in imparting education. To deepen our understanding on how ICT acts as a control to bring about changes in the institution from the higher hierarchy of management to the different levels of the organizational flow, this paper will work upon the targeted focus as brought to reference in the topic sentence of this research paper. However, this concern will look into the changes as necessary to create an institutional impact inclusive of the strategies and mode of deliverance taken to practice. It is to be believed that the type of transformative change as required will be worked upon with technological advancements with ICT implementations as to be channelized for the efficient formulation of the implication taken to research. Overall, this paper will design and determine the role and impact of ICT tools in change management and thereby enable the positive outlook of the change management.

Keywords: Reflection, essentiality, efficacy, competitive zone, measurable, hierarchy, inclusive, strategies, transformative, technological advancement, implementations, channelized, implication.

Introduction:

The world is on a change. A change for better establishments and initiatives as required for the rapid growth of a system of work in an institution. The major issue of the 21st century is to re-structure the existing order of work initials and credentials to the foremost entity of applicability. As

a matter of fact, the need for change is the essentiality that has cropped into the crux of all existing work possibilities. A huge impact is created by the innovation of the digital platform in all fields of society. Analytically, change has become an embedded part of the societal system that every institution during the Covid-19 pandemic and in post Covid-19 pandemic adapted the enriched digital platform with virtual sessions as a practical feature. With this thought in precise, this paper has taken the perception of putting forward the thought of bringing in the awareness of the need and its impact towards 'Change Management'. Nevertheless, the institutional implication should be to provide ample knowledge to the levels of institutional hierarchy along with the students who are enrolled to qualify in their required program of choice. Surmounting aspect of universal acceptance would be to bring the effects of change management with retour of the existing applicable scenario into one of technology based modern system to the interest and pragmatic realization of the concept taken to usage.

Objectives:

- To comprehend the differential ICT tools that can be taken to usage in change management
- To deliberate the essentials of change management
- To analyze the importance and need for change management in an institution.
- To extend the knowledge of ICT tools in its usage towards change management, on application of such tools.

Problem Statement:

The focus of the problem statement is to look into the intricacies of the application of the essential ICT tools. However, the impact of ICT tools should be worked upon to restructure the institutional system and the approaches in bringing this transformation. The yardsticks that showcase the flexibility of the change required, changing environment to be groomed and the technical know-how to be applied are the problem statement in change management that we will be taking into consideration in this research writing. Further, the involvement of the higher management officials and the employers of different categories will be taken to relevance in this aspect of study, which when practically applied should lead to prospective growth and if taken to negation might lead to a negative impact leading to less developmental stances.

Recent Trends:

The world is constantly changing and the change is consistent. Moreover, the digital world is effectively bringing change world-wide with proximics of establishing the required change to be focused and to manage the change in greater efficiency of implementing the change for the benefit of the institution. In lieu with recent trends, it is a must that one has to accept the fact that change is a continuous process which is to be monitored regularly to harness positive growth and success for

survival. Whatsoever, it is well understood that the recent trends deliberate on the strategic approach that works towards knowledge level accumulation adding tools and resources as needed for the developmental processes. It is a must that the change management is important with technological advancements as it the necessity of the modern world providing a competitive advantage for the institution.

Change management, a follow up for this research writing:

Not to miss the fact, that change management is a process, that brings in a change as a transitional process from one level of existence to another higher level of existence. This paper aims at objectifying that intention and to realize the change at performance levels. The change management is worked resourcefully, in order to achieve desirable result from different perspectives. The angles taken for analyzing 'change management' includes monetary resources, people references, infrastructure patterning and technological manifestation. Henceforth, change management focuses on factors in formulation with institutional environment, active communication, structural patterning with updated human resources relevant to technological adaptations.

The study of change management involves the study of approaches and models with conceptualized theories and methodologies. These elements serve as a guide providing an in-depth knowledge to sustain transitional changes. However, this is sure to support the transformation processes and to take to practice as a developmental process. The research on change management will directly proportionate the management change as essential of the institution as well as the requirement of efficient employees to learn the new skills for prospective development. The need-based defined fact of change management is depicted as 'a systematic approach to dealing with the transition or transformation of an organizational goals, processes or technologies'.

Referential concern to 'Kotter's method' is the priority of change management. This has detailed relevance to change on human requisities which can be addressed as 'change-with-a human-face approach'. As a basis of perceive notions, 'Kotter's method' talks about change implementation through team work. An effective team of an institution provides a good estimation to change management thereby, initiating the theoretical understanding of the strategies to suffice the institutional change that can be framed and designed.

Integration of tools of Information Communication Technology:

This aspect of study will talk about the required entails of ICT. The different elements of telecommunication system with digital electronics that makes this conceptualized idea a success. A manipulative comprehension of the components of software technology is also a needed aspect of application of ICT. However, the implementation of ICT requires a vast technical knowledge with application avenues to support the system of change management. No institution would flourish to

the best of its existence without proper change management taken to focus adhering to the tools of ICT. The priority is modernization of systems of technology with a clear vision for efficient change management.

This applicability is a huge impact on the institution and serves as a driving force for change through ICT. The research writing assimilates the various avenues for technology-supported system of work and establishments. The tools of ICT are sure to stabilize a satisfied acceptance to reality of change and enhance knowledge transmission at levels of institution with adaptability of change as required.

Framework of the research writing for the topic sentence taken to deliverance:

The basics of framework of this research paper will discuss the a few theories of change management and the technology acceptance model as an information systems theory. The conceptualized framework will be an involved reflection on the type of Experts involved of the organization, the implicit learning of the senior management to focus the trajectory of development for a change, employee training as required to enhance change management, incorporation of ICT as a revolution of digitalization and the feedback at different organizational level to make the initiation a success as expected. However, a patterned layout of the established system is the core concept of the framework, in generalization of the specificities as aimed at for the change management to be made viable.

Foremost concern in a change management is the form of communication as essential. The analysis of the type of communication to be considered is created through appropriate channels of information transfer. In fact, a systematic organized pattern of communication is made possible in the organizational hierarchy; this information transfer is made viable with the application of digital equipment and training the people concerned to make the information transfer applicable and operational. The knowledge acquisition on such software is a related sequence taken to practice in any development of change with tools of ICT.

The training to be taken from the higher levels of management to the different employer levels need to be precise as it is the practicality that would be taken to application in working schedules. The training is a change-driven practice and approach is an expertise performance thereby, the training given will bring forth a perfect change for strengthened working in an institution.

The basic structural intention is to get to have all the employers to participate in a training session to address of the possible change that is to be incorporated and developed for practical application. The kind of the training style should vary amongst the group selected to be trained for the 'change management'. Evidential quality concerns and assurance are put to deliverance which is

equalized with the training and the quality of knowledge gathered to assimilate the critical skills that are needed in effective transgression of 'change management' through ICT.

Precisely when taken to adaption for a new system of emergence, we need to adapt policies and strategies in lieu to the understanding of 'change management'. This emergence is worked out in terms with user friendly ICT. This notion of ICT is clarity to the norms of 'change management' as imbibed with objectives in connection. Change readiness analyzed with a theory and a method to support the implementation of the projected vision of the institution. The influence of ICT stabilizes the relevancy to inter-personal, intra-organizational and inter-organizational levels of interpretations in an institution.

It is well understood that an institution that believes in 'Change Management' should perceive the concern that the use of ICT will help in the faster implementation of the working systems. Many varied analysis carried forward has made a significant contribution to the establishment and to the process of workability towards 'Change Management'. It brings about self-efficacy of the institution and heightened usefulness of the concepts comprehended for practical application.

Theoretical Model taken to study for this research paper that is providing ample guidelines to the prospective growth after initiation of 'Change Management' is Kotter's model which is previously mentioned in the presenting of the concept of change management. Kotter has been an eminent management analyst who has proposed this model to design a 'change management' in an institution. The details are referred in the book 'Leading Change' by Kotter published in 1996. The Discourse as stated by Kotter is designed as a table work for easy access to the realism as taken to concern in this research writing is presented as below: Eight steps in progressive vision to established formulated state of existence in an institution.

Stages of progression	Explanatory note	Accepted value
The first step	Based on the necessity of conduct of transformations and achieve change as required	The need to change is emphasized and specific formulation to employer attitude is specified.
The second step	Guidance to organize a guiding team is the major aspect of this stage of Kotter's model. Every step of the progress is taken as a guided activity for enduring support	The team specification is a respective understanding of the team framework with the set number of individuals to be a part of

	gathered through this hypothesis	the team. The activities to be formulated will be assessed intermittently and progression is evaluated. A feedback at regular intervals is reviewed regularly.
The third step	Vision statement of the organization is the principal feature of the step. Strategies and well established norms are predominant in this step.	Communication is the paramount feature of this proceeding. Every channel of communication from all departments of work
The fourth step	Overlap of conceptualized ideas of the third step seen as well in the fourth step. The functionality and easy access to the use of digital electronics is the paramount notion of change management. Status quo of the linear progression with vertical ascendance to change management is considered the priority at this level. The Uniqueness of the formulation is the overlapping of concepts both in Step 3 and Step 4.	Digitalization of the work schedules and to go highly web-linked is the major priority of these two steps of Kotter's theoretical model. Work assessment will assimilate the changes as essential for defining the existing institutional conditioning. Sameness of the steps is identified to work for clarity towards 'Change Management'.
The fifth step	Enabling smooth sailing of the referential stances of change management. The force of empowering the employees at varied levels of institutional work pattern is taken to	Hindrances to the implementation of the transition needed are worked on. The efficacy of

	<p>significance. Even the need for effective training is considered at this point of 'Change Management'. The session of expansions as necessary is based on empowering the employees is identified with tools of ICT, Effective structuring of work essentials, skill orientation, analyzing resourceful systems and assigning duties in the best of the required notions is vital concern in this stage of change management.</p>	<p>the process is monitored so as to remove the obstacles faced in delivering the change for progression. Employees need-based assessment is necessary in this stage.</p>
The sixth step	<p>Goals to achieve and targets to reach is the stipulated concern of this stage.</p> <p>Attaining a desirable levels of change is overriding a fact at this step.</p>	<p>Efforts and means are taken to implication at this stage.</p> <p>Observance is done on employers on their perceived acceptance to changes brought in for reliability.</p>
The seventh step	<p>Speeded work processing is monitored in this step. The validity of the organizational patterns and systems is considered the foremost identity at this step. Leaders at required levels of the institutions are initiated. The managerial essentialities are structured for enhanced workability of the institution.</p> <p>Leadership styles are formulated for the best of the turns to emerge to balance the existence of the vision of the institution.</p>	<p>Consistent transition from the existing scenario to the newer versions is monitored.</p> <p>A full-fledged identity of the transformation is highly influential at this step.</p> <p>An accumulated support on the realities of 'change management' is effectively realized at this level for being impactful.</p>
The eight step	<p>Change is finalized. It is incorporated into the working systems of the institution. The employers and</p>	<p>Norms of social interactions are taken to</p>

	<p>employees of an institution work in unison to accept the change and to take an inspired sensibility to work together.</p> <p>Behaviors and attitudes of individuals of the institution is shaped for a positive outlook at this level of change management.</p> <p>The progression is envisioned for creating effective personalities who would adapt to change and establish norms of effectiveness for stabilized working capacities.</p>	<p>affirmation. The responsibility of the leaders is brought to practice. Their significance to make the employers realize the worth of work assigned to them, getting them to be motivated and help the employers improve their performance is the criteria at this step</p>
<p>The overall applicability of Kotter’s model is a practical application to the changes to be formulated in an institution with preference to tools of ICT. The impact created with the concepts taken to implement effectively to bring the change is an optimistic outlook as essential. The set numbers of people in the change management implement their ideologies in commonality and design the needed changes through their expertise with reflective decision-making in the process. Nevertheless, the system taken to absorbance is a lesson learnt from Kotter’s model of change management. As far as this paper is concerned, Kotter’s theoretical writing is a critical piece of artifact that has supported the topic sentence taken for research work. Nonetheless, it has made this paper writing a knowledge sequenced pattern of writing.</p>		

However, to broach this topic to an elevated identity is in linked version of the technology of information systems that plays a major role in change management. Integration of the tools of ICT is sure to bring forth a successful implementation of ‘Change Management’. Herein, we take a closely linked analysis of ‘Technology Acceptance Model’ which was theorized in 1989. The learning skill of the technology acceptance model is a practical application to the progression of change management. Most of all, this study of ‘TAM’ is sure to support the topic sentence of this research writing and bringing-forth the efficacy of its theoretical expansions of impactful deliberation.

The resilience of the issue is the use of technology in augmenting the change and the changes as essential. It is amust to realize that every individual in an institution should be able to accept the change, adapt the new technology to better the work schedules. This is to take to precise workability

stances and to reform the practices of the age old past. This supports the nature of study, where in the reliability of the information technology is the pivotal prominence for change. The theoretical version of TAM was conceived by Fred Davis is a major milestone in the field of comprehending 'Change Management' for an institution.

Employers should be given access to technology of the digital world and this access should make them effective workers of an institution. The various elements of digital access will bring forth effective decision-making and strategically planned advancements. The model posits the fact that the tools of information technology will enhance amicable social gestures at work place and the perceived notions of effective implementation of work patterns. The schedules tend to become subjective with practical implication of work techniques through the tools of ICT. The predicament is that the tasks to be carried forward are supported by digital platform. A referential link is created with enigmatic relationships brought to focus in good attitude and behavioral changes as needed of the change management.

Davis's theory of 'TAM' is an extended version of a few similar theories of the earlier past but this one exhibits the real framework of technology acceptance for a change management. It can be accepted that 'TAM' possesses the factors that influence the change management for an institution. The vision of the thought for change management is incorporated with essential practices as desired by the institution to attribute the change as dreamt for a reality. Though modern technology has paved way for a advancement to societal systems in all walks of life, yet the need for enriched assessment that need to be done for a transformation to be framed is the most important significant need of the day. This is explicitly discussed by Fred Davis in this theoretical presentation of 'TAM' to the people who believe change management the world over.

A few references for theoretical interpretation of this research writing were full-fledged as an adaptable feature is brought to reference over here; the emphatic fact as denoted by Chris Dede in 2005, talks about the rapid advancement that has evolved over years which has enhanced the world of education to become sustainable. He has put forward the thought that the employees and employers in any type of institution and further into the realm of an educational institution the students, the technology of Information and digital implications will provide new opportunities and openings. The prior development would be visually assessed in a higher education system. It is quoted as "Rapid advances in information technology are reshaping the learning styles of many students in higher education".

The change management as taken to study has a great impact and significance into the world of learning. It is here, that we have taken the recommendation of Gabriel, senior educationist of the management department of Nigeria, in his paper written in 2008 states that the tools of ICT have

brought a tremendous change in an organizational set-up. Further, to realize the fact that these same tools have brought a change in the attitude of students in acquisition of knowledge. On this pretext he says, "...that most of today's students come under prepared to university; the simple reason for this view is that most of today's students are not interested in sitting down in traditional classrooms to attend long lectures". This statement idealizes the impact of ICT for change management. The transformation as essential is derived of this stated fact.

Challenges faced in bringing this change management as progressive growth criteria:

Whatever is said and done is explicitly put to practice in 'Change Management' with intentional fact deliverance that reflects on certain challenges faced in implementing the visionary thought of change management. The integrating application of ICT into system is a cumbersome process which requires expertise and technologically well trained personnel. This becomes a difficulty and getting the individuals to train them for the efficacy of the work takes time. The difficulties faced are both intrinsic and extrinsic; both from within and outside when change management is taken for an initiation. The difficulties may be lack of personnel who can efficiently train working individuals of the institution; enough resources as needed with time and support is also a challenge. The response and interest shown by administrators, workforce and students is also a matter to be taken to concern as a challenge entity. Furthermore, the infrastructure and stable establishments to make it possible should also be addressed in this content analysis.

Conclusion:

This paper is a factual deliverance of a few priorities of change management with its accessibility to tools of ICT. In fact, the paper is a presentation on the essential need of the change in terms with ICT. Both the concepts have a wide range of derivatives to be taken to application in the practical transformation of an existing system. This paper has relevance to the topic sentence which is explicitly discussed with benefits of its application. The exploratory and descriptive analysis has details to the implication of the new system be structured for a change management. Precise, this is an innovative thought exchange with the framework necessity on the impact of the tools of ICT towards Change management.

The whole discussion lies within the context of the quote as enunciated by scholar Thornburg in 2000; it says 'We are on the cusp of a completely "newera", and changes must be made in education to ensure that all students leave school prepared to face the challenges of a redefined world'. This has been the major reflection of this paper.

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