CONCLUSIONS
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INTRODUCTION

This chapter is an effort of wrapping up the researcher’s exercise with the most vital commentary of conclusions based on the findings of the preceding chapter, conclusions are the objective of any empirical research, that is how the study derives it’s another nomenclature as a basic, and conclusive research, signifying the sole purpose and objective of this research to finally conclude. Thus, this chapter embarks upon concluding precisely against each conceptual model chosen for establishing their application intensities in the cement industry of Rayalaseema region in AP. The full steam efforts of description/interpretation and findings till the preceding chapters close and the researcher comes forth with precise conclusions in this chapter. Conclusions by the researcher in this study refers to all chosen conceptual models of Organisational Development that are practiced globally and so also in India, the researcher concludes on conceptual OD applications in Cement Industry of Rayalaseema region in AP, India, chosen for testing its intensity of conceptual application. This chapter makes an effort at presenting the findings succinctly for each conceptual model against respondent’s demographic segmentation and classification of each demographic factor. The research methodology applied stipulates the classification of respondents and recording data against respondents demographic factors like Age, Sex, Education, Occupation, and Income, to enable logical conclusions for each individual demographic factor, since all of these collectively make an abstract personality of an individual respondent. The conclusions are the abstract versions or opinions of the selected respondents segmented demographically; though the segmentations appear distinctive they have a seamless internal link running through and collectively display an integrated version of a personality.

KURT LEWIN'S-THREE STAGE MODEL

Objective 1 Appraisal of Conceptual Application Intensities of ‘Kurt Lewin Model’
Unfreezing
Less than moderate ratings by respondents for management efforts towards ‘Unfreezing’ established by the researcher prompts to conclude for an:

- Accelerated management support for practice of elements of ‘Unfreezing’ by employees of all age group.
- Intensified management support for practice of elements of ‘Unfreezing’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Unfreezing’ by employees of all education classifications.
- Paced up support for practice of elements of ‘Unfreezing’ by employees of all occupation hierarchy.
- Paced up support for practice of elements of ‘Unfreezing’ by employees of all income classifications.

**Moving**

Lesser than moderate ratings by respondents for management efforts towards ‘Moving’ established by the researcher prompts to conclude for:

- Higher management support for practice of elements of ‘Moving’ by employees of all age groups.
- Intensified management support for practice of elements of ‘Moving’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Moving’ by employees of all education classifications.
- Paced up support for practice of elements of ‘Moving’ by employees of all occupation hierarchy.
- Paced up support for practice of elements of ‘Moving’ by employees of all income classifications.

**Refreezing**

Below moderate ratings by respondents for management efforts towards ‘Refreezing’ established by the researcher prompts to conclude for:
Higher management support for practice of elements of ‘Refreezing’ by employees of all age groups.

Intensified management support for practice of elements of ‘Refreezing’ by employees of both gender groups.

Significant management support for practice of elements of ‘Refreezing’ by employees of all education classifications.

Paced up support for practice of elements of ‘Refreezing’ by employees of all occupation hierarchy.

Paced up support for practice of elements of ‘Refreezing’ by employees of all income classifications.

**ACTION RESEARCH MODEL**

**Objective – II** Appraisal of Conceptual Application Intensities of ‘Action Research Model’

**Preliminary Diagnosis**

Low to Moderate ratings by respondents for management efforts towards ‘Refreezing’ established by the researcher prompts to conclude:

- Intensified management support for practice of elements of ‘Preliminary Diagnosis’ by employees of all age groups.
- Paced up management support for practice of elements of ‘Preliminary Diagnosis’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Preliminary Diagnosis’ by employees of all education classifications.
- Enhanced support for practice of elements of ‘Preliminary Diagnosis’ by employees of all occupation hierarchy.
- Paced up support for practice of elements of ‘Preliminary Diagnosis’ by employees of all income classifications.

**Data Gathering**
Lower than Moderate ratings by respondents for management efforts towards ‘Data Gathering’ established by the researcher prompts to conclude:

- Intensified management support for practice of elements of ‘Data Gathering’ by employees of all age groups.
- Paced up management support for practice of elements of ‘Data Gathering’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Data Gathering’ employees of all education classifications.
- Enhanced support for practice of elements of ‘Data Gathering’ by employees of all occupation hierarchy.
- Paced up support for practice of elements of ‘Data Gathering’ by employees of all income classifications.

Data Feedback to the Client Group This stage consists of four sub stages

Data Confirmation by the Client Group
Less than Moderate ratings by respondents for management efforts to ‘Data Confirmation by the Client Group’ prompt the researcher to conclude

- Intensified management support for practice of elements of ‘Data Confirmation by the Client Group’ by employees of all age groups.
- Paced up management support for practice of elements of ‘Data Confirmation by the Client Group’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Data Confirmation by the Client Group’ employees of all education classifications.
- Enhanced support for practice of elements of ‘Data Confirmation by the Client Group’ by employees of all occupation hierarchy.
- Paced up support for practice of elements of ‘Data Confirmation by the Client Group’ by employees of all income classifications.

Action Planning by Client Group
Less than Moderate ratings by respondents for management efforts to ‘Action Planning by Client Group’ prompt the researcher to conclude
Intensified management support for practice of elements of ‘Action Planning by Client Group’ by employees of all age groups.

Enhanced up management support for practice of elements of ‘Action Planning by Client Group’ by employees of both gender groups.

Significant management support for practice of elements of ‘Action Planning by Client Group’ employees of all education classifications.

Paced up support for practice of elements of ‘Action Planning by Client Group’ by employees of all occupation hierarchy.

Paced up support for practice of elements of ‘Action Planning by Client Group’ by employees of all income classifications.

**Actions By Client Group**

*Less than Moderate ratings by respondents for management efforts to ‘Actions by Client Group’ prompt the researcher to conclude*

Intensified management support for practice of elements of ‘Actions by Client Group’ by employees of all age groups.

Enhanced up management support for practice of elements of ‘Actions by Client Group’ by employees of both gender groups.

Significant management support for practice of elements of ‘Actions by Client Group’ employees of all education classifications.

Paced up support for practice of elements of ‘Actions by Client Group’ by employees of all occupation hierarchy.

Paced up support for practice of elements of ‘Actions by Client Group’ by employees of all income classifications.

**Review Of Results By Client Group**

*Less than Moderate ratings by respondents for management efforts to ‘Review of results by Client Group’ prompt the researcher to conclude*

Intensified management support for practice of elements of ‘Review of results by Client Group’ by employees of all age groups.

Enhanced up management support for practice of elements of ‘Review of results by Client Group’ by employees of both gender groups.
Significant management support for practice of elements of ‘Review of results by Client Group’ employees of all education classifications.

Paced up support for practice of elements of ‘Review of results by Client Group’ by employees of all occupation hierarchy.

Paced up support for practice of elements of ‘Review of results by Client Group’ by employees of all income classifications.

**BURKE AND LITWIN MODEL OF CHANGE**

**Objective III** Appraisal of Conceptual Application Intensities of ‘Burke and Litwin Model of Change

**Elements of Evolutionary changes**

Less than Moderate ratings by respondents for management efforts to ‘Elements of Evolutionary Changes’ prompt the researcher to conclude

- Intensified management support for practice of elements of ‘Elements of Evolutionary Changes’ by employees of all age groups.

- Enhanced up management support for practice of elements of ‘Elements of Evolutionary Changes’ by employees of both gender groups.

- Significant management support for practice of elements of ‘Elements of Evolutionary Changes’ by employees of all education classifications.

- Paced up support for practice of elements of ‘Elements of Evolutionary Changes’ by employees of all occupation hierarchy.

- Paced up support for practice of elements of ‘Elements of Evolutionary Changes’ by employees of all income classifications.
Elements of Revolutionary changes

Less than Moderate ratings by respondents for management efforts to ‘Elements of Revolutionary Changes’ prompt the researcher to conclude

- Intensified management support for practice of elements of ‘Elements of Revolutionary Changes’ by employees of all age groups.
- Enhanced up management support for practice of elements of ‘Elements of Revolutionary Changes’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Elements of Revolutionary Changes’ by employees of all education classifications.
- Paced up support for practice of elements of ‘Elements of Revolutionary Changes’ by employees of all occupation hierarchy.
- Paced up support for practice of elements of ‘Elements of Revolutionary Changes’ by employees of all income classifications.

THE CONGRUENCE MODEL OF CHANGE

Objective IV Appraisal of Conceptual Application Intensities of ‘The Congruence Model of Change’

Input

Less than Moderate ratings by respondents for management efforts to ‘Input’ prompt the researcher to conclude

- Intensified management support for practice of elements of ‘Input’ by employees of all age groups.
- Enhanced up management support for practice of elements of ‘Input’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Input’ employees of all education classifications.
- Paced up support for practice of elements of ‘Input’ by employees of all occupation hierarchy.
Paced up support for practice of elements of ‘Input’ by employees of all income classifications.

**Throughput**

*Less than Moderate ratings by respondents for management efforts to ‘Throughput’ prompt the researcher to conclude*

- Intensified management support for practice of elements of ‘Throughput’ by employees of all age groups.
- Enhanced up management support for practice of elements of ‘Throughput’ by employees of both gender groups.
- Significant management support for practice of elements of ‘Throughput’ by employees of all education classifications.
- Paced up support for practice of elements of ‘Throughput’ by employees of all occupation hierarchy.
- Paced up support for practice of elements of ‘Throughput’ by employees of all income classifications.

**Output**

*Less than Moderate ratings by respondents for management efforts to ‘Output’ prompt the researcher to conclude*

- Intensified management support for practice of elements of ‘Output’ for employees of all age groups.
- Enhanced up management support for practice of elements of ‘Output’ for employees of both gender groups.
- Significant management support for practice of elements of ‘Output’ for employees of all education classifications.
- Paced up support for practice of elements of ‘Output’ for employees of all occupation hierarchy.
Paced up support for practice of elements of ‘Output’ for employees of all income classifications.

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