**Subject: Business Intelligence**

**Initial Post 1**:

Descriptive Analytics or measurements does what the name infers: they "depict," or outline, crude information and which can be interpretable by people. They are examinations that depict the past. The past alludes to any purpose of time that an occasion has happened, regardless of whether it is one moment back, or one year prior. An enlightening investigation is valuable since they permit us to gain from past practices and see how they may impact future results.

Most by far of the insights, we used to fall into this classification. (Think essential number-crunching like totals, midpoints, percent changes.) Usually, the necessary information is a check or total of a separated section of information to which fundamental math is applied. For every single down to earth reason, there are a limitless number of these measurements. Clear insights are helpful to show things like all-out stock in stock, average dollars spent per client, and year-over-year change in deals. Typical instances of detailed investigation are reports that give chronicled bits of knowledge regarding the organization's creation, financials, activities, deals, fund, stock, and clients.

The predictive analytics has its underlying foundations in the capacity to "anticipate" what may occur. These investigations are tied in with understanding what is to come (Deka, 2018). The predictive examination gives organizations significant bits of knowledge dependent on information. The predictive investigation gives about the probability of a future result. Remember that no measurable calculation can "anticipate" the future with 100% conviction. Organizations utilize these insights to figure out what may occur later on. This is because the establishment of predictive investigation depends on probabilities (Sharda, Delen & Turban, 2015).

These measurements attempt to take the information that we have and fill in the missing information with the best suppositions. They join recorded information found in ERP, CRM, HR, and POS frameworks to distinguish designs in the information and apply factual models and calculations to catch connections between different informational collections. Organizations utilize Predictive measurements and investigation whenever they need to investigate what is to come. Predictive investigation can be utilized all through the association, from gauging client conduct and buying examples to recognizing patterns in deals exercises (Deka, 2018). They likewise assist estimate with requesting contributions from the store network, tasks, and stock.

One basic application the vast majority know about is the utilization of Predictive investigation to create a financial assessment. These scores are utilized by money related administrations to decide the likelihood of clients making future credit installments on schedule. Run of the mill business utilizes incorporate seeing how deals may close toward the year's end, foreseeing what things clients will buy together, or gauging stock levels dependent on a bunch of factors.

**Initial Post 2**:

In this given research paper, we will discuss the impact of the business analytics and enterprise systems that are going to impact the different accounts, including the managerial accounts.

The author has explained the different natures of the managements accounts responsibilities that will revolve around the reporting concepts and will be considering the performance on the organizational level, which will be providing the info to management for taking the specific information which will be related to information. In this research paper, the author has given examples of ways to extract essential data from both the internal and external systems and which is going to use the data analytics techniques. It will generate different reports based on the predictive analysis and descriptive analysis, which will show what will happen and how it will happen after getting the data from different sources.

The author had explained about the classification of the business analytics roles in the big data industry which is going to use the different methods like the statistical analysis, quantitative methods and the mathematical methods which will be helping the mangers the gain to improve the insights of the operation and making them better for the taking the fact-based decisions. Use of the descriptive analysis will be useful for finding out the answers to questions like what is going to happen, and this is called the most common types of analytics, which will be useful for understanding the descriptive statistics, generating the dashboards, and other react visualizations. Using the descriptive analysis, we will know what is happening and how the continuous monitoring systems were generated.

On the other hand, the predictive analysis is also the step that will take the knowledge from the descriptive analysis. On top of it will generate predictive models, probability models, and forecasts, statistical analysis, and scoring models.

**Initial Post 3**:

Business Intelligence, along with machine learning and artificial intelligence, is an excellent combo for creating interactive hardware and software fusions that make day-to-day activities more comfortable and automated. A standard AI algorithm or program is designed to follow the essential requirements elicitation tasks or techniques which checks for the available resources or data sources, identify the meaning of data and filter accordingly, determine if having enough data to complete a particular command and finalize how the data is generated, collected, structured and communicated to the users (Gunning, D. (2017). Some classic examples of AI include software Chatbots, Google Home, Amazon Alexa, Smart TVs and refrigerators, and some advanced AI examples could be Aerospace robots & Email spam filters.

As the name suggests, machine learning enables machines to learn and do things that humans do by making them understand things through mathematical algorithms. It is nothing but a way to develop artificial intelligence in any next-gen electronic equipment (Balyen & Peto, 2019). Some examples of machine learning include commute predictions, social media networks, chatbots, personal household assistants, surveillance drones.

Deep learning can be referred to as the next-gen of machine learning. As mentioned, deep learning is a step forward to determine or give a machine an ability to determine how to evolve just like humans do. Deep learning methods use neural network architecture. Some classic examples or applications of deep learning and neural network architecture include supercomputing, virtual assistants that can interact with based on emotions, advanced CRM systems, fraud detection, autonomous cars, facial and fingerprint recognition security systems (Balyen & Peto, 2019).

**Initial Post 4**:

Artificial intelligence collects more first page features each day. Human-made consciousness, or AI, is the innovation empowering machines to gain for a fact and perform human-like undertakings. Ping-ponging among idealistic and tragic, sentiments changes uncontrollably concerning the current and future applications, or more awful, ramifications, of computerized reasoning. Without the correct moorings, our psyches will, in general, float into Hollywood-made waters, abounding with robot insurgencies, self-governing vehicles, and almost no comprehension of how AI functions. (Toivonen, H. 2002) Counterfeit neural systems and profound learning human-made reasoning innovations are rapidly developing, fundamentally because AI measures much information a lot quicker and makes forecasts more precisely than humanly conceivable.

Power AI, otherwise called artificial general intelligence (AGI), depicts programming that can imitate the human mind's intellectual capacities. When given a new assignment, a solid AI framework can utilize fluffy rationale to apply information starting with one area then onto the next and discover an answer self-rulingly. In principle, a reliable AI program ought to have the option to finish both a Turing assessment and the Chinese room test.

Machine learning: ML calculations are numerical calculations that permit machines to learn by mirroring how people learn, even though AI is not just calculations, it is additionally the methodology from which the tissue is drawn nearer. AI is essentially an approach to get human-made consciousness.

Deep learning: Deep learning (DL) is a piece of machine learning. Indeed, it tends to be portrayed as the new advancement of AI. It is a programmed calculation that imitates human observation motivated by our mind and the association between neurons. DL is the procedure that comes nearest to how people learn.

Most profound learning techniques utilize neural system design. That is the reason profound learning is frequently alluded to as profound neural systems. It is known as profound concerning the layers that these neural systems have. (Michalski, R. S., 2013)

Differences between deep learner and machine learning: The primary distinction between profound learning and AI is how information is introduced in the framework. AI calculations quite often require organized information, while profound learning systems depend on layers of ANN (artificial neural systems). Machine learning calculations are intended to learn to act by understanding marked information and afterward use it to deliver new outcomes with more datasets. In any case, when the outcome is wrong, there is a need to educate them. Deep learning systems do not need human mediation, as staggered layers in neural systems place information in a pecking order of various ideas, which at last gain from their slip-ups.

Nonetheless, even they cannot be right if the information quality is not adequate. Data chooses everything. It is the nature of the information that eventually decides the nature of the outcome.

**Subject: Business Continuity and Disaster Recovery Plan**

**Initial Post 1**:

A word about plagiarism it is like cheating. The user steals something that, like and then, years later, when the users try to prove the identity, the user makes an original version. If the writer who plagiarized knew it was from the author who stole it, they would be a lot less likely to take advantage of it. People are encouraged to share knowledge in exchange for money. It can damage the reputation and credibility and have a severe negative impact on the career. Exploitation calls into question honesty and professionalism and may be excluded from high-profile projects or development opportunities (Aasheim et al., 2019).

However, plagiarism can also expose others to risks. People who are engaged in an extracurricular activity or who take a job at a corporation can make this type of fraud vulnerable. The risk for someone engaged in such an activity is that the person's information may not be published or used (Aasheim et al., 2019).

The article's idea was based on a paper published earlier this year, which looked at data in a lab setting and examined how authors and the reviewers could interact to ensure that the paper was adequately attributed and relevant to the literature in the lab. The paper also looked at the experiment results using the lab's leaky data and tried to compare them with the results from other experiments using the same data in the lab, using simple techniques to ensure that the lab experiments were replicated. To do this, the user would get to see the papers' results using the same data in the lab and compare them to those experiments using the same data in the lab. One can compare the papers' results using the same data in the lab, as they would be reported in a lab study to those results using the data in the lab.

In other words, the user would compare data from the same paper with data from the same study, as the user can compare one to another using any techniques the user chooses. If the plagiarism is in the text without using any references of a specific work or person, the user must issue a notice that includes a statement not contained in the quoted text. A citation must be used in the text and must not be used in its place. Use quotes to indicate that the text was taken from another piece of paper. Find out what to do and what not to cite. Manage the citations. Use plagiarism checkers to avoid plagiarism (Frye, 2020).

**Initial Post 2**:

Plagiarism is a severe issue that hits education a lot, especially university education. As the internet people found many advanced technologies, the students have many ways to get more information. The plagiarism discussed is when the user takes someone else's word for it and uses it on the material. The plagiarism involved is when the user reuses someone else's material and makes sure it fits (Amin & Mohammadkarimi, 2019). A plagiarized article is generally considered as plagiarized by the original researcher, and it is considered a breach of their intellectual property. If the user is being used, the user must prove that the paper has not been peer-reviewed. The user has to prove that a professional authority did not use the work itself.

Moreover, if the piece of plagiarism is a breach of other authors' intellectual property rights, it can affect the pay. Exploitation takes many forms, including misrepresentation and complete theft of someone else's achievements. Exploitation also takes place from various sources (Amin & Mohammadkarimi, 2019).

These resources include magazines, books, the Internet, newspapers. As one can see, some plagiarizers take advantage of poor practices like this to make money. If the user receives the article or manuscript from a student and then the user finds that it was plagiarized, it is almost impossible to recover the articles as soon as the plagiarist knows what happened. To prevent illegal copying of information resources and protect intellectual property, more and more countries have dedicated themselves to the development of anti-corruption technology, and with some success, the unique trail exploitation phenomenon is underway (Edwards et al., 2019).

Maintaining and collecting information on a piece of paper is essential for the essay writing process. The standards for exploitation are very different for everyone, especially at different universities. Students and teachers need to know the extent of exploitation and take steps to prevent this problem, which is the way to mention and the skills to take note of. The impact of plagiarism in universities is severe in the field of education and during their study period. Exploitation is an issue that breaks down academic ethics.

To avoid plagiarism, when referring to a thought or word that is not own, include writing a reference to the source's full name, the date it was published, and other citation elements required by the style guide the user adheres to. Do not copy-paste text from reference paper. Instead, put the idea into our own words. Understand the ideas of the reference source to make the paraphrase right. Maintain records of the sources that the people refer to. Use citation software such as Endnote to manage the paper (Moore et al., 2020).

**Initial Post 3**:

Plagiarism is an act that involves an individual using words or ideas from another individual without giving such individuals credit, either intentionally or unintentionally (Angelil, 2014). One of the most recent plagiarism incidents involved Andrea Miller, who served as the President of Le Moyne-Owen College (“College President Ousted After Plagiarizing Joel Osteen," 2019, para 1). The President was accused of plagiarizing Joel Osteen in a speech that the President made to the school's first-year students. The plagiarized work by Andrea Miller had adverse impacts on the entire institution; it led to the loss of the school's reputation as a top center for academic excellence. Andrea was punished and fired as a result of the plagiarism incident.

Another plagiarism incident involved a Brazilian novelist referred to as Cristiane Serruya; she was accused of plagiarizing most of her most recent books (León, 2019, para 1). She was sued by another author, known as Nora Roberts. The biggest problem with her case is that she did plagiarize Roberts' book and developed a patchwork of more than 100 books from approximately 41 authors (León, 2019, para 7). Cristiane books were removed from the Amazon marketplace to serve as a penalty following the plagiarism incident. There are several ways of avoiding future plagiarism; they include; always giving credit to the original authors, paraphrasing or quoting from sources and adding original ideas, and keeping track of the items consulted during research and including all of them in a reference list.

**Initial Post 4**:

The article that we have chosen to discuss plagiarism and its effects is about a presidential candidate, Joe Biden. People expect their leaders both present and future, to be truthful and behave with integrity. If political candidates do not display such principles, it often leads to failed campaigns, and the effects might still linger years after.

In the example of Joe Biden, his 1987 plagiarization scandal was brought to light again after his 2020 Presidential Campaign was accused of plagiarism in their climate and educational plans. Although the campaign soon admitted that they had not acknowledged the sources correctly, it drew attention to the candidate's failed presidential run in 1987. (Perticone, 2019).

There were multiple instances when the presidential hopeful was caught plagiarizing. During one of the 1988 campaign trail speeches, he liberally borrowed from a speech made by Neil Kinnock, a UK Labor MP. The further journalistic investigation brought light to the fact that he was caught plagiarizing during law school. The presidential candidate's integrity and authenticity were severely questioned and resulted in him stepping down from the race (Lehrman & Schnure, 2019).

When writing papers, articles, or books, there might be much research involved sometimes. We need to ensure our thoughts and ideas on the subject need to be captured rather than paraphrasing or copying from the research material. We should also always give credit when it is due. It also allows the readers to locate the sources used and proving that proper research was carried out.

**Subject: Operational Excellence**

**Initial Post 1**:

Change in an organization or a company is the movement from one state to another state. It may include structural change or technological change. This change may be a preplanned one for many years, or it may be suddenly forced on the organization to keep up with the outside competition. Sometimes, this change is viewed as part of the company policy or increases the organization's base, but in other cases, these may be viewed as unnecessary changes that the organization does not need at this time.

There are many reasons for supporting and resistance of a change. The support might be to align with company policy or to learn new technologies. For resistance, there might be many scenarios why an employee or an organization does not support the change. A few of these reasons are loss of job security in the organization, which constitutes to if the organization decides to move onto a different technology and if the organization thinks that the present workforce would not support that technology they might be inclined to hire new people which might endanger the existing employees. Fear of the unknowns, if an organization decides to move onto different technology there will be a lot of unknowns and the employees must find a way to resolve these unknowns, and this is an expected case, and once we dig into it the unknowns might be more than what we think, and it might add up the pressure to deliver the project. Few other reasons might be fear of failure or approach towards the implementation of change.

There are many ways to overcome all these problems. Some of them are engaging with employees more efficiently and taking their inputs on implementing the change and letting them know of the changes that it might bring and presenting the architectural designs and tackling the unknowns before the implementation. One other way is to implement the changes in various stages rather than in one stage, which builds up the team's confidence and gives us enough room to plan for unknowns.

In the present-day scenario, and the organization is always looking to make changes to keep up with the competition. So, the best way to move forward is to take the inputs of all the people affected with the change and let them know that the change would not affect their job, and it indeed helps them build up their technology stack.

**Initial Post 2**:

One of the most perplexing and common challenges that business managers face is the worker's opposition to change. Such opposition might assume several forms such as a persistent reduction in production, surge in the level of "quits" and applications for transfer, continuing quarrels, sullen aggression, wildcat or go-slow strikes, and, indeed, the expression of many pseudo logical grounds why the change will not bring better fruits (Ullah, 2012). Even the more trivial kinds of this resistance may be taxing. A considerable resistance to change may be evaded if efficient change management is used right from the very start. Whereas resistance is the usual human response during change, proper change management may alleviate this resistance greatly.

Furthermore, communication and input from workers help reduce resistance (Ullah, 2012). Within a best-case situation, every worker can talk about, offer input to, and influence the changes the company is pursuing. Reasonably, this relies on the magnitude of the change and the number of persons affected by it.

Additionally, it is good to help the workers recognize what is in it to generate the change. A fair share of resistance fades once workers are clear regarding the profits the change will generate (Ullah, 2012). Benefits to the team, the division, and the organization must also be underlined. However, nothing is more significant to an individual worker than knowing the positive influence on their job or career. Furthermore, workers should feel that the energy, time, obligation, and focus essential to execute the change are compensated correspondingly by generating the change.

**Initial Post 3**:

Change is the essential factor in the growth of an organization, and resistance to change is caused by RTC factors. Variations in human biology may cause resistance to evolution. Nearly all variability that occurs in an organism can have attributed to RTC genes, and RTC genes can have measured as deviations from a norm of one normally distributed distribution of an organism. In earlier years, RTC gene measures had been thought to provide a useful framework for understanding human biology variations. In addition to variations in chromosomal genotypes, variation in endocrine glands and specific external factors such as skin pigmentation, which have attributed to RTC genes, will cause RTC genes expression, which appears to have a normal distribution.

Factors that can increase resistance include an inability to change, fear of change, perceived external threats, and all four negative RTC factors. The physical dimensions of the organization can also reduce resistance. Organization size can significantly influence RTC factors. The organization's attitude towards change influences changes and internal organization resistance to change (Hall, J. 2019).

Attitude influences had based on fundamental, interpersonal, situational, and context-specific factors, so it is necessary to understand how each factor influences RTC factors. A combination of the above factors can jeopardize a company's progress and growth. For instance, an organization's strategy, motivation, control systems, and technology in sync with the RTC have weakened its ability to respond to change. As a result, any given organization will have caught between its strategies. At different stages of its growth path, the organization is either overtaken or is forcing a change due to a lack of strength. Some companies are equally negatively affected, while others have all five attributes in balance (Cook, E. M. 2019).

**Initial Post 4**:

Resistance to change in an organization is predictable. Therefore, organizations need to learn how to overcome any form of resistance as it occurs. In most situations, resistance in an organization occurs due to the introduction of changes to the organization. Employees become resistant to these changes because they fail to understand their positions and fit in these new changes (Grama, & Todericiu, 2016).

An excellent example of such changes is shifting an employee from one department to another. Such an employee is likely to resist this kind of change because of anxiety. Barriers in an organization can also result from general stereotypes and communication variations within the business. Resistance makes it hard for managers to bring employees together to achieve the organization's common goals (Grama & Todericiu, 2016). No matter the challenges, the organization needs to adapt to survive in a competitive environment or marketplace. Regarding this, the leaders in the organization need to find strategies to help handle employees' resistance towards change and bring employees together.

Resistance causes various impacts on the organizational environment when it occurs. Some of these effects include reduced morale of employees. When employees do not embrace organizational changes, their morale decreases (de Moor, 2020), they become less productive hence making the organization stagnant. A stagnant organization cannot achieve its objectives quickly. If these changes are too much to employees, some employees may decide to quit or resign to seek opportunities elsewhere. Resistant can make an organization lose some of its productive and experienced employees. Another effect of resistance to change is that it creates a disruptive work environment (de Moor, 2020).

When employees in an organization resist proposed or already implemented changes, conflicts start emerging. These conflicts are mostly between the management and those specific employees who are resisting the changes. This negativity towards change can be spread to other workers within the organization. They can form an opposing side, which then mobilizes the other employees to resist the changes. This causes unrest among the organization's employees, affecting productivity in the organization (de Moor, 2020).

Various strategies can be used to address the issue of resistance within the organization. Some of these strategies include Holding meetings and discussions (Grama, & Todericiu, 2016). Here, the management can call either its entire employees or only those employees who are resisting the proposed changes and inform them of the importance of the changes, their new roles, and educate them on how they will adapt to the new changes. This is particularly applicable to those changes that involve shifting employees from one department to another, shifting an employee from the production department to the sales and marketing department. In such meetings and discussions, the employees can freely air out their grievances (Grama, & Todericiu, 2016).

The management will then address those grievances to make the employees feel comfortable towards the proposed change. Another way to reduce these negative connotations when dealing with change is by involving employees through participation (Grama, & Todericiu, 2016). Organizational managers and executives need to engage the employees first before implementing any change in the organization. They can do this by collecting views, suggestions, and even feedbacks. Research shows that resistance to change is likely to reduce when employees are directly involved when coming up with organizational changes and implementing them (Grama, & Todericiu, 2016).

The other ways of addressing these adverse effects of resistance are through understanding the nature of the opposition. In most situations, employees resist social changes and not technical ones (Grama & Todericiu, 2016). It is effortless to address such resistance when we know its nature. Dealing with altitudes shown by employees positively can also help the management reduce the effects of organizational changes. The management should listen to employees' grievances as to why they reject the change and then positively and productively address them. The management can achieve these by meeting the staff members, emphasizing the importance and the benefits of the proposed organizational changes, and why they should embrace the changes (Grama, & Todericiu, 2016). With these, employees are likely to accept the changes without much resistance.

**Initial Post 5**:

Organizational change is an essential operational practice that is often exercised always to grow and progress in the business. However, change in business often involves employees about technological innovations and other business strategies to improve overall performance. While carrying out operational changes within businesses, it is sometimes a painful and frustrating undertaking considering the employee and other stakeholders' emotions and daily routines. Therefore, this paper discusses the resistance to the workplace's organizational changes and the remedies to reduce such resistance with implementing changes.

Resistance to change in businesses results from several factors (Georgalis et al., 2015). First, lack of proper communication between the employees, other stakeholders, and the business management, regarding the need for specific changes and its implementation, makes operational shift difficult. Secondly, employees fear losing their jobs with the expected operational changes as it might mean that the business downsizes its operations. Finally, employees take time to understand their new responsibilities and that this needs some forms of training to be provided to them.

However, to address resistance to change in business, leadership and management are two key factors to be considered (Appelbaum, Degbe, MacDonald, & Nguyen-Quang, 2015). Here, organizations' leadership plays a crucial role in specific business elements, including a change in business vision and daily decision-making. Therefore, leadership skills and the necessary experience must be in place to achieve strategic decision-making and formulate achievable future business expectations. Finally, organization management also plays a key in reducing the negative connotations towards business change. Here, the management needs to continually measure and monitor operations performance to help identify the necessary changes to be introduced. This practice also ensures that the employee's creativity and expertise are aligned with the introduced changes.

**Initial Post 6**:

One of the most critical and uncooperative problems an organization or business executives face is resistance to change. The resistance to change can lead to many categories. The productivity of work decreases, many employees quit their jobs, and there might be strikes that eventually lead to organization reputation. In the future, new employees think before they join the company because of how they handle the organizational climate, layoffs (Sharman, Wallace, & Jespersen, 2020).

Some of the tactics any organization can follow depending on their current situation: Suppose the organization involves the people/employees to participate in the discussions while making organizational changes and taking their input. In that case, they mostly listen more and take feedback from employees, especially the employees who get the work done and make the clients happy to keep them in the loop is essential. Taking feedback and reviewing it and make changes accordingly, if needed, change organizational plans based on feedback that might help (Mikulewicz & Podgórska, 2020).

Communication solves many issues, and there should be excellent communication with employees before making any organizational changes. So, that organization knows how employees react and if the organization feel like it is going to be an issue if they make any organizational change, they can back the organizational changes or the origination have to explain to the employees why/what they are trying to do and how it helps to both the organization and employees (Mikulewicz & Podgórska, 2020).

It should be adequately communicated mix of formal and informal communication, company internal web pages, email, face to face, town hall meetings, providing the goals and clear vision of how it is going to help in the future, and how the company was taking care of employees in the organizational changes. Trust is one of the essential categories for any business/organization. Lack of trust between employees and management will leads to resistance to change. The trust between employees and management should be reliable. The organization can implement the changes in several steps instead of announcing all the organizational changes (Sharman, Wallace, & Jespersen, 2020).

**Initial Post 7**:

Resistance to change occurs as employees fear losing their jobs, lack of trust in the change, poor timing, and poor communication. When resistance occurs, organizations can face detrimental effects that can let the collapse of the business (Goksoy, 2016). For instance, a company that wants to introduce drones to be dropping products to their customers can suffer unproductivity since they can fear losing their jobs. They lack motivation as they feel the drones will come to do their jobs. Conversely, if the change is introduced and the employees do not like it, they may fail to implement it. This can lead to low production and collapse of the business in the long run. If the change introduced requires special skills that the employees do not possess, it can lead to more problems.

One of the tactics to reduce negative connotations when dealing with change is to ensure that there are competent individuals who will manage the change (Goksoy, 2016). If such individuals do not exist in the current workforce, it is essential to subject some of them to training programs. Studies have documented that managers get what they reward. In this regard, it is essential to ensure that the organizational stakeholders have rewards to get from the change to avoid resistance (Goksoy, 2016). There is also a need for management to communicate a plan to have a change promptly. When a change strikes in surprise, employees may not be well prepared for it. There is also a need to involve all stakeholders when introducing a change. All issues raised when a change has been introduced have to be addressed comprehensively.

**Initial Post 8**:

One of the most critical aspects of change management is resistance to change. It is merely about opposing changes in human nature and maintaining the status quo. However, since change is inevitable, instead of making changes against the organization's climate, one should try to make a small inconvenience. It has been said that arrogance makes people stupid, and that reasonable idea is rare, and everyone has a valuable idea. This way, the organization can adapt to changes more gradually.

Change-response teams took their names from the Social Security Administration system and had comprised of a handful of employees. People also have one of the highest dopamine levels in the brain. It is one reason why ambition in a creative person works. Most high-level managers had seen to be rather arrogant. They think that they can control people and the world by acting as dictators (Hancock et al., 2020). However, the changes that occur are not always well received. It happens that people can overcome resistance to change, that they are willing to deal with changes in the organization that they support organizational climate, and behavioral factors (Hancock et al., 2020).

The common denominator in all these activities is that they seek to re-imagine organization so that it reflects the dreams, values, and activities of the people, of the people's participation and power in the decision-making process, and of their emergence from their natural cycle of sociability and necessary spending time in diverse community settings (Hancock et al., 2020). Managing resistance to change is an integral part of the success of the change. An organization, business, or enterprise is interacting with the environment. As these resources had threatened, higher resistance to change will occur.

The longer an organization's resistance to change goes on, the more the organization will be at risk of an environmental blowout. A long-term issue is more challenging to address than one that is more immediate and frequent. The longer the concern is, the higher the resistance to change will be. The risk of a blowout is highest when a change is complete and irrefutable. Change becomes challenging when there is continued uncertainty, and when it is impeding the organization's ability to take appropriate action (Rodríguez-Sánchez, Mercado-Caruso & Viloria,2020).

**Instructions**:

* Total of 16 Responses
* Minimum of 250 words for each response
* Minimum of 2 APA References for each response
* Responses should cover:
  + Ask a captivating, thoughtful question about the topic.
  + Provide extensive additional information on the topic
  + Explain, define, or analyze the topic in detail
  + Share a relevant personal experience.
  + Make an argument concerning the topic.