

“Change is the only permanent thing. Emerging market trends, customer preferences, nature or force or direction of competition and technological advancement requires organization to change themselves, if they want to survive. Change though is imperative for survival can backfire when not managed properly. Responding to change is important but managing the change is equally important.”



On 12th December 2017, the HR students visited WEIR BDK. The objective of the visit was to know the acquisition process of BDK by WEIR group and understanding the change management process.

Mr. Ravindra Shanvi, HR head briefed on the history of the organization, forces of change, Change Management Process, how changes were brought into the company, Post change management effect, role of HR in CM.



Change management had the positive impact on an WEIR BDK in terms of employee job security, efficiency, improved safety measures, increase in employee engagement activities, CSR activities, effective training and development, newly framed HR policies. The firm follows EHS Improvement plans which proved that from past 4 years there are zero accidents in the company. It was great to know that company follows principle of “People before Product” which was clearly visible from safety measures taken by the company and other policies. Hence, the change brought in an organization was successful.

It is rightly said that ‘see & know’ is better than ‘read & learn’. Students had a real time exposure towards “Change Management Process”.

