CHANGE MANAGEMENT MATURITY MODEL
SUATU TINJAUAN KONSEPTUAL UNTUK
MENGELOLA PERUBAHAN

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Abstract

Nowadays, most of organizations must be strengthen their capabilities and core competencies, because of globalization, liberalization, deregulation, information technology development and so on. This condition forces organization to change. It must be done integrated and planned. One of change management models that usually used by most organizations is Change Management Maturity Model which developed by Humphrey. This model divide change process in five stages; (1) Adhoc/Absent Stage; (2) Isolated projects Stage; (3) Multiple Projects Stage; (4) Organizational Standards Stage; (5) Organizational Competency Stage. Furthermore, each stage has different stressing of change process, but it must be done integrated and sequentially. It means, stage one is the basic foundation for stage two and so forth. The failure implementation in stage one can influence the next level. Although the model has some limitations, it can be applied in most of Indonesian companies.

Keywords: Capability Maturity Model, change management