

# Impact of Organizational Change Management on the Growth Strategies of Small and Medium-sized Enterprises

Nino Shekrladze

*This thesis is submitted to the graduate faculty of the Business School of Ilia State University  
in fulfillment of the requirements for the degree of Master*

Course: Business Administration (Management, Banking, Tourism Management)

Academic Supervisor: Lana Chkhartishvili, Ph. D

Ilia State University

Tbilisi, 2015

## **Abstract**

The thesis is about to understand how the challenges that globalized world proposed works and all the positive effects it has for small and medium sized enterprises (SMEs), as they are the segment which hires people mostly, fosters innovation and makes the country's economy grow rapidly. Every little changes that modern world shows up must be properly realized and well planned to implement successfully. For it we need to know what kinds of models exist, what the process of change looks like and how responsibilities must be delegated to accomplish the mission. Will be discussed the benefits of change, small and medium sized enterprises growth, innovations development, high employment rate, therefore for countries economy. According to the research of European commission we will see justification of how small and medium sized enterprises are getting bigger, growing their turnover and profit. Further the aim of the thesis is to understand the necessities of small and medium sized enterprises to better organize their supporting projects in Georgia and provide some valid recommendations as well.