

Assessment of Bachelor Thesis – Opponent



Study programme: **International Economic Relations**

Field of study: **International Business**

Academic year: **2015/2016**

Bachelor Thesis Topic: **Change management at ABB during a major change within its organisational structure**

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Opponent: **Ing. Přemysl Průša, Ph.D.**

	Criterion	Mark (1–4)
1.	Overall objective achievement	2
2.	Logical structure	2
3.	Using of literature, citations	1
4.	Adequacy of methods used	1
5.	Depth of analysis	2
6.	Self-reliance of author	1
7.	Formal requirements: text, graphs, tables	1
8.	Language and stylistics	2

Comments and Questions:

Formally, the thesis is well laid out, but some parts of text, despite well used vocabulary, show several shortcoming in terms of structure and grammar (have x has, etc.).

The theory is broad, perhaps too broad, and a better/ closer focus on change management, as well as change management communication would be highly valuable.

The case study of ABB is fairly well introduced, but I am missing more information on the current market situation of the Czech branch, as well as I am missing a proper explanation of the current management structure of the company, and mainly the reasons, why the change was needed and what was expected from it.

The research is very well designed and conducted, with the explanation of how the respondents have been selected, the description of the results is clearly structured, based on the explained theory, and the results are immediately compared to the theoretical outcomes, which should be highly appreciated.

Questions:

1. Do you think, the top managers did not have information enough, and they even could not communicate more to their subordinates (middle management)?
2. Could the middle management have helped the top management with the communication of the change, if briefed in advance properly?
3. What theoretical outcomes would you suggest ABB to implement in order to improve their change management?
4. What is the main reason, why the change in ABB has been implemented?

Conclusion: The Bachelor Thesis is recommended for the defence.

Suggested Grade: **2**

Date: 05/14/2016

Ing. Přemysl Průša, Ph.D.

Opponent