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Mechanical Structures

There are customized and routine tasks. There are formulated, stereotyped routine communication. There are definitely separate task sections. Even the duties of the manager are part by part. Organizations in the mechanical structure are always simple and stable. It has its surroundings. They don't complicate simple tasks. There is discipline. There are established rules and reality. Order command status may be in question. The spokesperson always has the right to say the last word. If we make a generalization, it is close to the way hierarchical systems work. There is a policy to eliminate things that will create unrest. It wants to take a more layered path by working with experts. It nourishes and supports the vertical flow in the organization. Creating a strategy is usually the responsibility of the manager. It is adapted to the road map determined by him. It is fixed in terms of its structure, general condition, strategy and subject. Power is gathered in one hand.

The management department is generally separated from the working environment. Organizations in the mechanical structure are always simple and stable. It has its surroundings. They don't complicate simple tasks. There is discipline. There are established rules and reality.

Organizations in the mechanical structure are generally classified as middle-aged organizations. At the same time, multi-production organizations can be included in mechanical organizations. It can be said that some manufacturing companies and disciplined working environments are also included in organizations with mechanical structure.

For example, a construction company that determines its job according to days, workers and product can also take a class in mechanical organization. Armies and boards of directors are mostly included in the general framework.

Organic Structures

Organizations in an organic structure are those that need to occur suddenly by business. Organic organizations should always be suitable for changing conditions. It allows to adapt to the modern age, the requirements of the time and technological changes more quickly.

In addition, organic organizations should not be hierarchical and everyone should participate in decisions. It is also democratic. Everyone must keep themselves up to date so that members can make decisions.

It has the logic of “the only thing that does not change is a change!” Thus, the system had to become a self-renewing system.

As a result, there are organizational formations in the mechanical and organic structures. One has more rules and frameworks than the other. The other one is more flexible but constantly changes and adapts. They show differences, but they cannot be separated.

The bond between one structure and another is elastic. An organization can be managed with a management system that covers both structures. Especially in organizations with mechanical structures, there is also an organic structure.

Organizational formations with a mechanical structure; Based on the constancy and awareness of the hierarchical structure. The manager often investigates what to do or expect from himself. Organizations with organic structures see this as a detour.

While we cannot distinguish these two organizations, we cannot decide which one is better or worse. But of course we can compare.

**Compare of mechanical structures and organic structures**

Mechanical structures are suitable for fixed, clear, stereotyped conditions, organic structures are suitable for variable and innovative conditions.

Mechanical structures are hierarchical and complete. Organic structures, on the other hand, are not hierarchical but have team spirit.

Mechanical structures comply with the orders given by the managers. In organic structures, works are carried out with common knowledge and advice.

The person who manages in mechanical structures says the last word. Organic structures, on the other hand, have the understanding of "one cannot know everything correctly" and there is a common exchange of ideas.

Those working in mechanical structures are loyal and loyal to the manager. In organic structures, development and growth are more important.

In mechanical structures, communication between employees; it is vertically oriented, that is, based on orders. In organic structures, it has to be horizontally oriented. Instead of giving orders, they are created wonderfully. There is counseling, selection, and elimination logic.

When we look at the framework of all of these, an army can be managed very well with a mechanically structured organization, and in the rest of the formations, organic organizations will appear more.