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Reflection No. 2: Organizing Technical Activities & Staffing the Engineering Organization

When Group 3 did their presentation about organizing and staffing, I honestly felt like it was one of those topics that seemed simple at first but actually goes deeper the more you think about it. Since the report was done online through MS Teams, it was a bit different compared to when we were face to face, but they still managed to make it engaging. The first thing they explained was the meaning of organizing, which they said is “the structuring of resources in an effective manner.” To make it easier for us to picture it, they gave an example of how it works in a restaurant, starting from waiter > manager > head chef. That example really helped me because it showed that without order, even something as normal as a restaurant could fall apart. I also noticed how they added some funny phrases like “OSAYSON” and “pagod na ako foreman” in the middle of their slides, and that made me laugh because it showed they wanted to keep the atmosphere light. It reminded me that even though engineering management is a serious subject, sometimes humor is also needed to keep people’s attention.

They also focused a lot on the difference between formal and informal groups. Formal groups are the official kind, with responsibilities and authority already set, and they can be described through tools like an organizational chart, a manual, or policies. Group 3 explained how formal groups are good because they give clarity of duties, provide stability, and promote unity of command. At the same time, they admitted the disadvantages, like when actions are delayed, people lack initiative, or when the human element is ignored. On the other hand, informal groups are the ones that are not official, like when people just form friendships, support systems, or interest groups. These informal groups are useful because they can improve communication, boost morale, and encourage teamwork. But they also have negatives like resistance to change, cliques, favoritism, or conflicts with authority. When they were explaining this part, I couldn’t help but think about our own class. We are all part of the formal group since we are under one course and professor, but inside that, smaller informal groups or barkadas exist, and they affect how we work together. I realized that both formal and informal groups have their own place, and they influence the outcome of tasks whether we like it or not.

Another big part of their report was on organizational structures. At first, I thought it was a bit overwhelming because they listed so many like functional, matrix, hierarchical (line), divisional, flat, and network. But as I listened more, I understood that each type of structure is just a different way of arranging people and tasks to make things work smoother. For example, a functional structure groups people by what they specialize in, while a divisional structure groups them based on products or services. The flat structure removes too many levels and makes communication easier. The key point I got from this is that there is no one best structure, and the effectiveness really depends on what the organization needs at a certain time. Group 3 also explained the types of authority in engineering management, which are line, staff, and functional authority. Line authority is direct, staff authority is more on advice, and functional authority focuses on control in a specific area. This made me realize that authority is not just about power but also about the right way of making decisions.

They also tackled committees and explained their purpose. Committees are created to support the main organization, and they can either be ad hoc, which are short-term, or standing,

which are permanent. I found this interesting because in real life, we see a lot of temporary committees made for events, and then they disappear once the job is done. But some committees stay for the long haul to ensure certain responsibilities are always being handled. This part showed me that committees give flexibility to organizations since not everything can be managed by the main structure alone.

The last part was staffing, which I think was one of the most relatable topics they discussed. They said staffing is the continuous process of finding, selecting, and evaluating people. What caught my attention was when they said “prevention is better than cure,” meaning it’s better to hire the right person from the start than to deal with the consequences of hiring the wrong one. That made a lot of sense to me, because in engineering management, or even in any field, the success of a team really depends on the people in it. This made me think about the future, since someday we will be the ones being “staffed” into companies, and they will want the best person for the job. It reminded me why it’s important to not only learn these concepts now but also to prepare ourselves as future engineers who can become part of those teams.

In the end, I think Group 3 did a good job of explaining organizing and staffing despite the challenges of presenting online. Their mix of structured information and lighthearted moments like “pagod na ako foreman” made their report easy to follow and fun at the same time. What I learned from them is that organizing is not just about who does what, but also about how resources are used effectively. Formal and informal groups both have their place, organizational structures vary depending on needs, authority is more than just giving orders, and committees and staffing keep the system running smoothly. This reflection made me realize that even as students, we are already experiencing these concepts in our group works, our organizations, and even in how our classes are managed. All in all, their report was not only informative but also practical, and it gave me another perspective on what it means to manage people and resources as a future engineer.