Principles of management

06_Job design and organizational structure

The **organization** has a variety of **tasks** that must be carried out to achieve goals.

This **requires** designing the job and linking the jobs in a **consistent structure**.

Job design

An essential part of human resources management is making decisions about the activities that make up a single job.

The job: includes a number of duties and parts of activities and has responsibilities and job titles such as operations manager, storekeeper, electrician, accountant.

Job design concept

A manager determines the role of the individual selected to fill a job when he or she decides what duties are involved in that job

We define role as the behavior or set of activities expected of a specific individual who is highlighted, for example, by a secretary

Organization Job

The manager must find a specific pattern that links any job to other jobs in the division he is responsible for in the organization
Without the formal organization, which is the structure that is intended to create this coordination

Organizational structuer

Organizational structuer It is defined as a set of ways in which an organization divides its members into distinct tasks and then coordinates between them.

The organizational structure can be depicted in the form of a formal map of the organization, which is a map that describes how tasks and responsibilities are distributed among divisions and individuals within the organization.
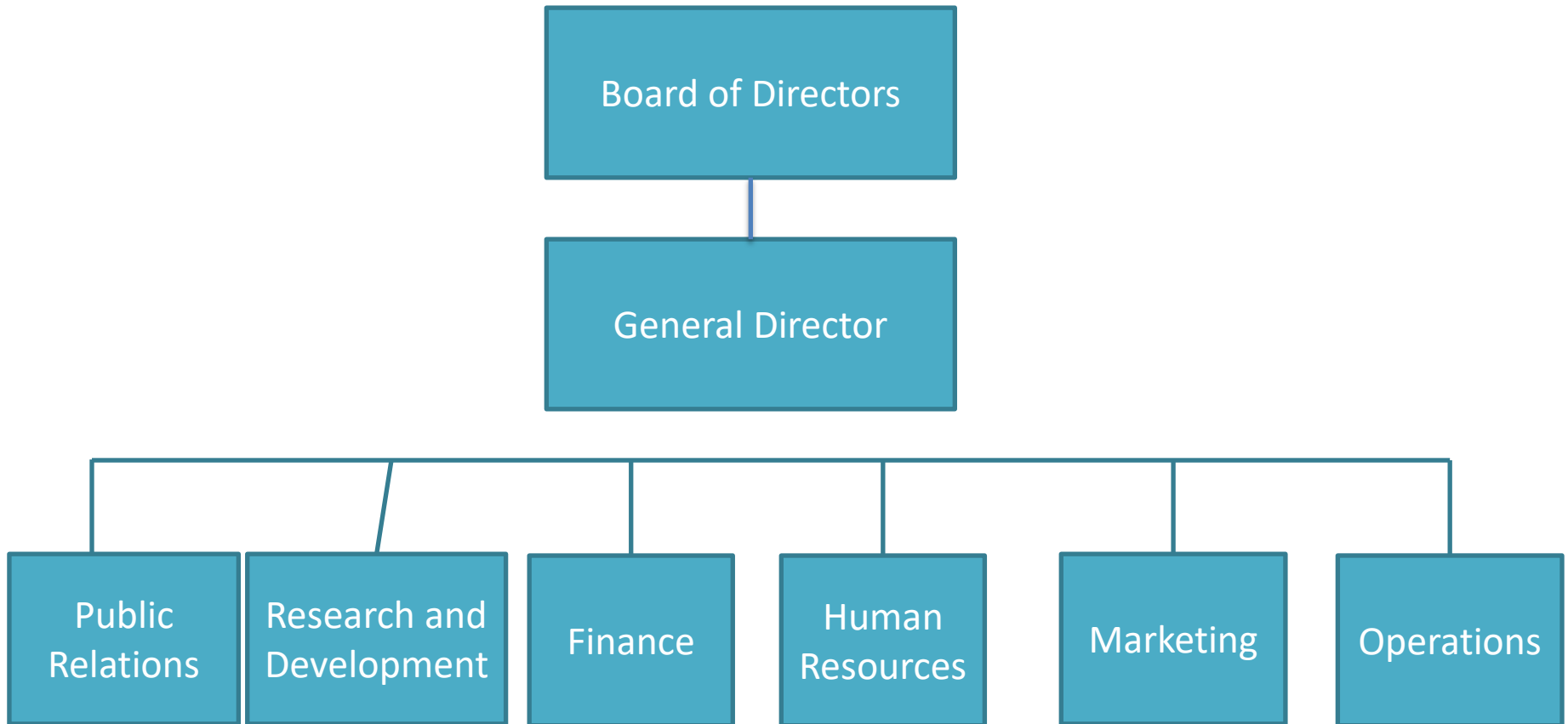
Organizational design patterns

There are multiple styles of organization, the most important of which are:
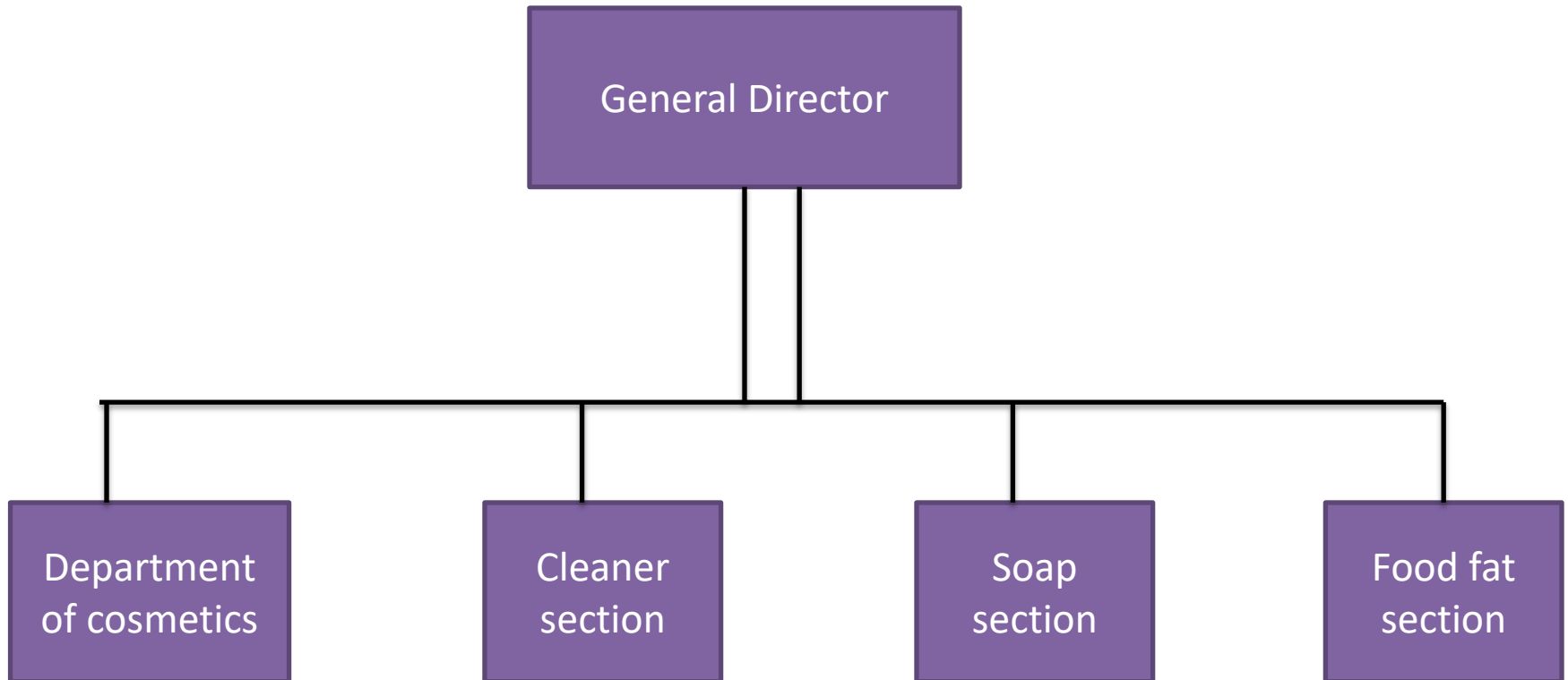**activity**, **product**, **geographic**, **market**, **matrix, and network pattern**.

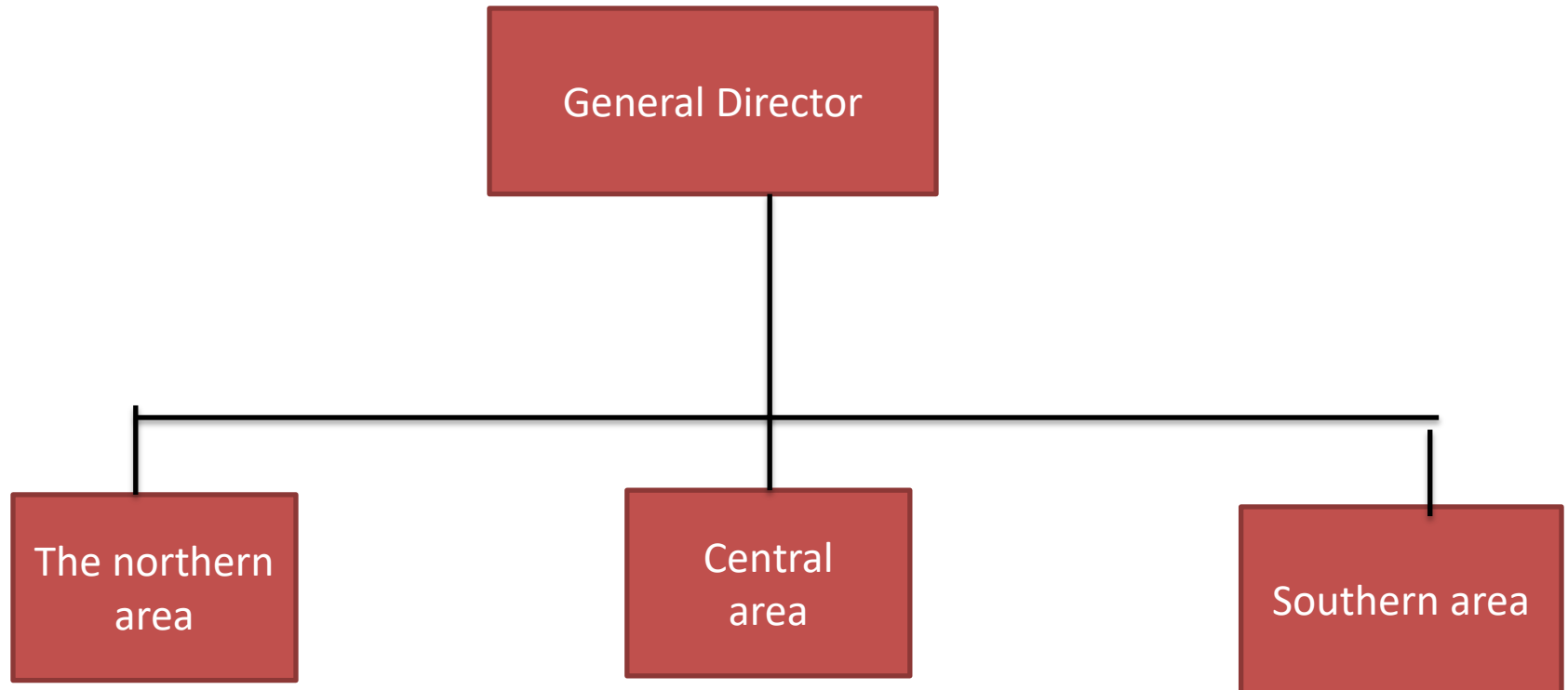# The activity style of organization
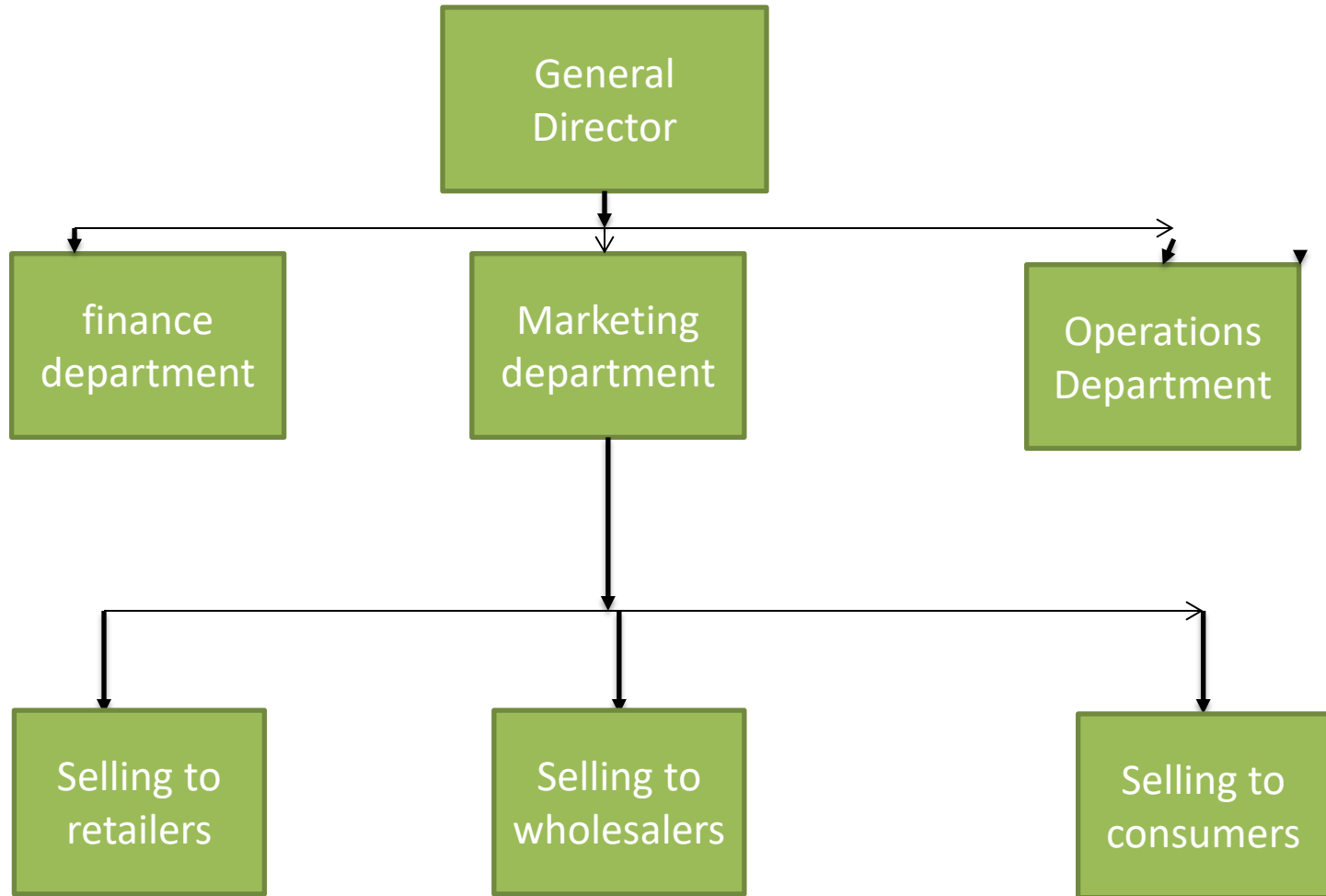
Activity style
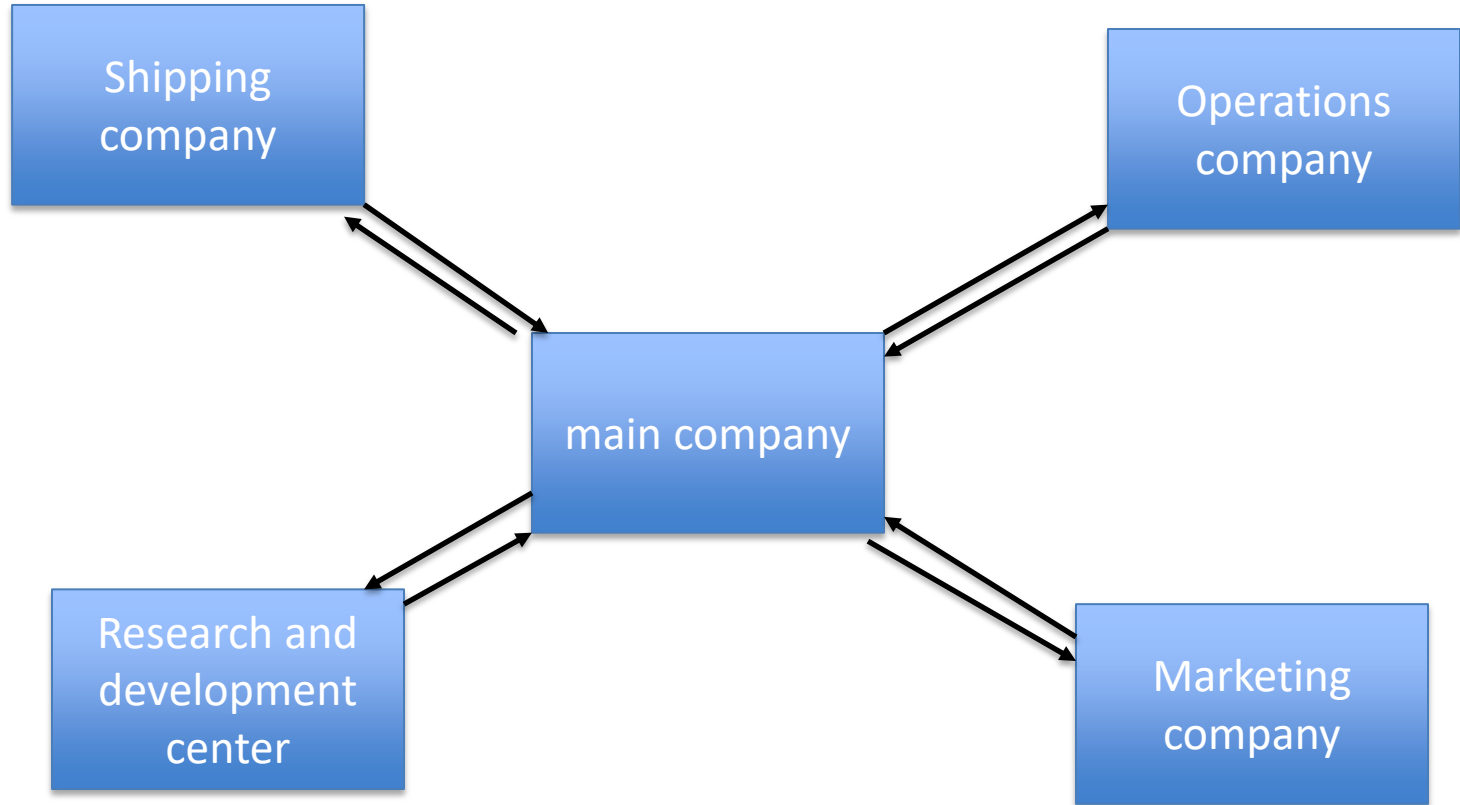
Product style

Product style

Geographic pattern

Market pattern

Network structure

Matrix reporting structure

	IT	Finance	HR	Marketing
Team lead A	IT team 1	Finance team 1	HR team 1	Marketing team 1
Team lead B	IT team 2	Finance team 2	HR team 2	Marketing team 2