

Organization

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Lecture 7

Organizing and Organization

We need to organize because we need to cooperate to achieve common goals.

Organizing relates to

- **identification** and **classification** of activities
- **grouping** activities for attaining objectives
- **assigning** a manager to each group
- **delegating** authority to manager
- creating provisions for **coordination** (H/V)

Types of Organization

Formal – role structures clearly defined

Informal – interpersonal relationships

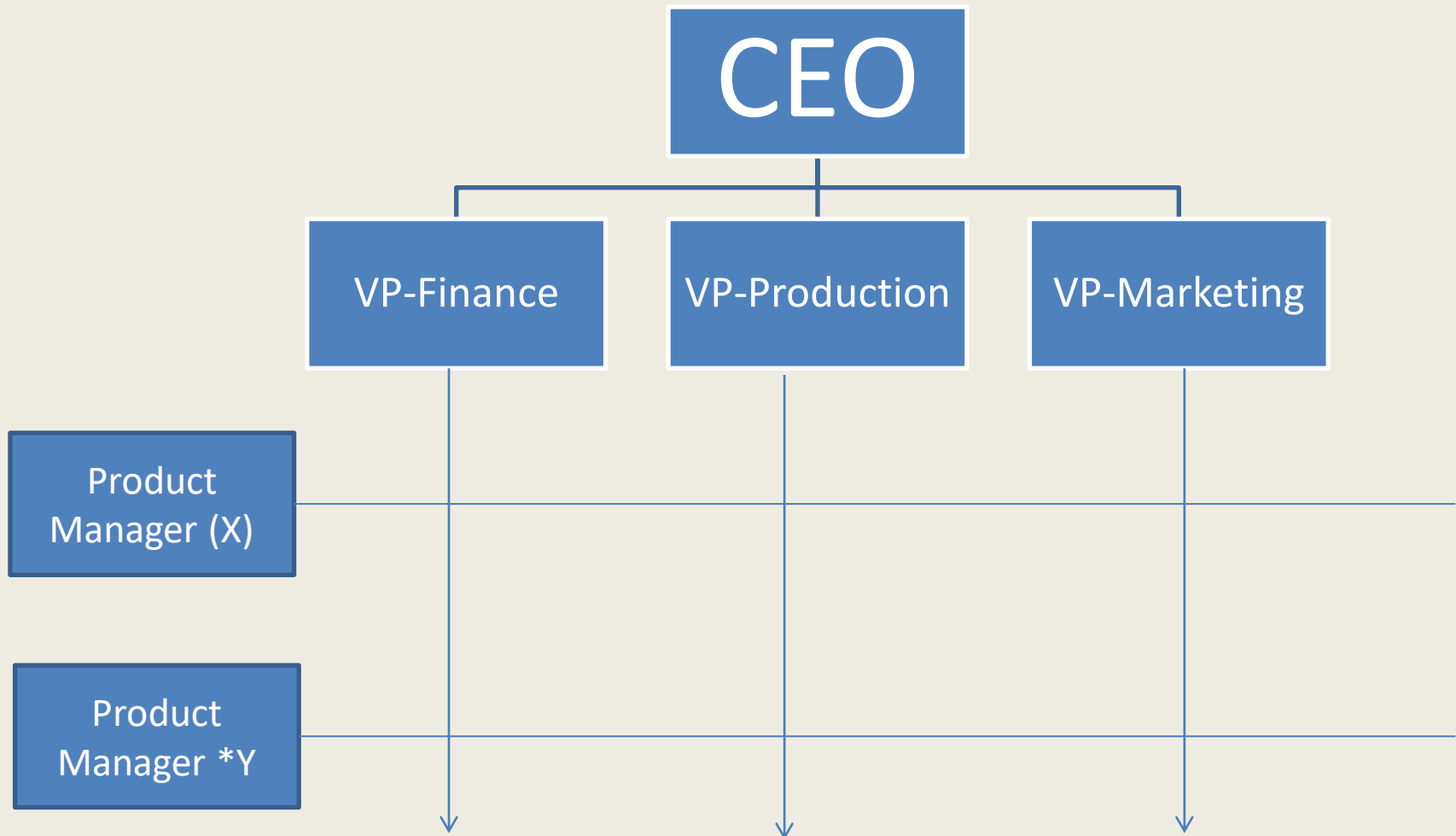
Flat – fewer superior-subordinate relationships

Tall – Too many reporting relationships

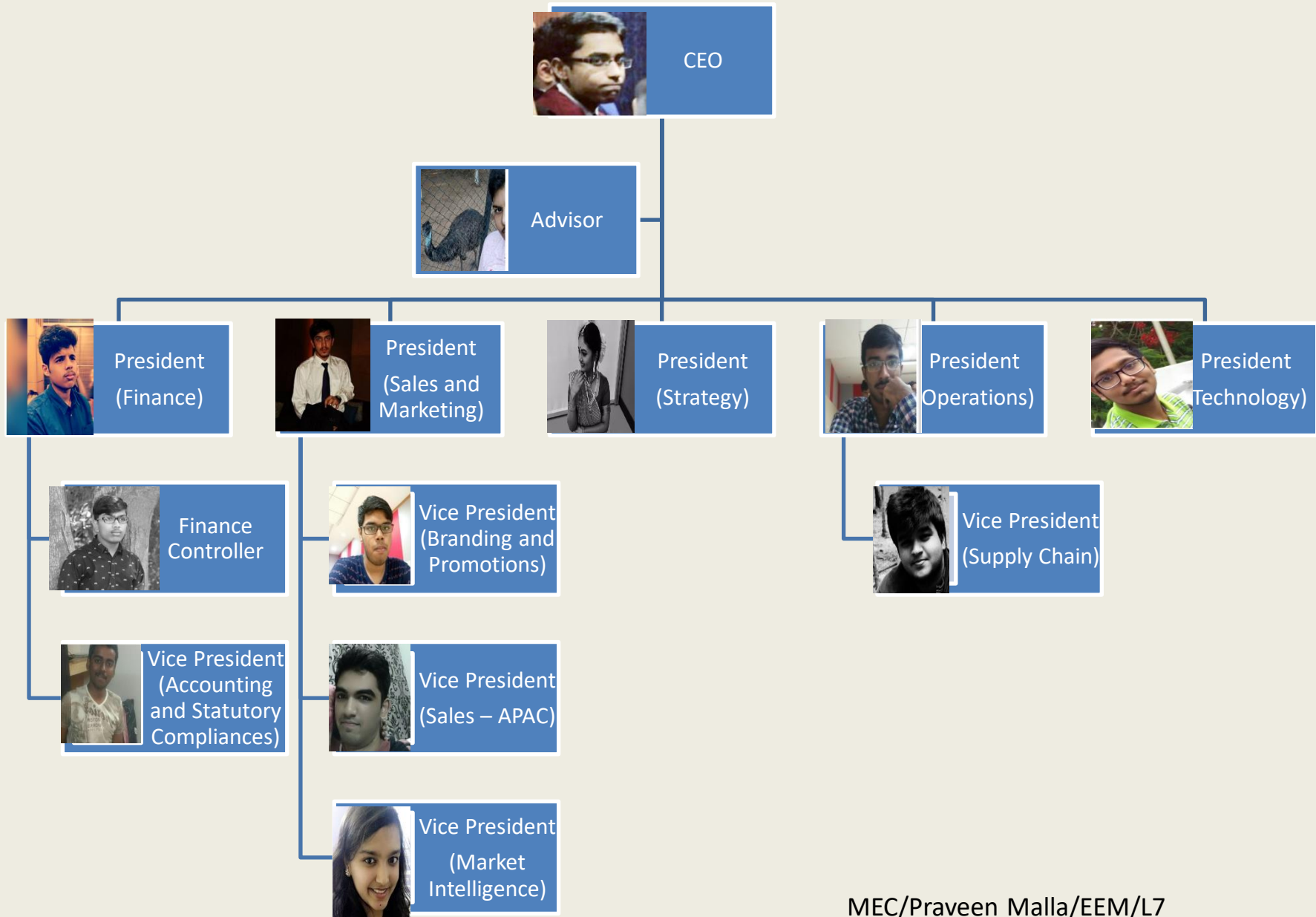
Organization Structure

- Departmentation
 - Numbers
 - Time
 - Territory/Geography
 - Product
 - Customer Group
- Matrix Structure
- Line and Staff Authority
 - Line: Direct superior-subordinate relationship
 - Staff: Advisory relationship
- Centralization vs. Decentralization
 - Centralization is assuming control
 - Decentralization refers to delegating authority
- Span of Control/Management
 - Wide Span
 - Narrow Span

Matrix Structure (Explained)



Organization Chart (Representative)



Organizational Culture

- Culture – set of norms, values, assumptions available to the staff (binds action with processes)
- In simple terms “this is how we work” or “this is how we do things in this company”
- Culture is usually long lasting. There is always resistance to change.
 - Government offices
 - Finance professionals (Aptech CFO)
- Culture can be seen, felt, heard and observed
 - Office facilities, infrastructure, furnishings, dress code, employee interaction
 - Organizational slogans, mission statements, values etc that are expressed often

Old employees immerse in culture; newer ones have to adapt.

Any MEC example?