# Description of the organizational structure

“Organizational structure is a system used to define a hierarchy within an organization. This structure is developed to establish how an organization operates and assists an organization in obtaining its goals to allow for future growth. “

In this company they use a simple structure with centralization, because there are not so many employees and their first target is to expand on the market. As well the owner tends to be the manager and controls all of the functions of the business. There is only one manager, 3 desk employees with one desk supervisor and 14 field employees with one field supervisor. The desk and field supervisor are in charge to check if all the tasks are going well, to find solutions and, if they don’t know how to deal with a situation they must ask for the manager advise.

Being a small company the organizational structure is not so complicated, all the employees are getting along and they know exact what they have to do. The fieldwork employees receive every morning a piece of paper with the schedule on from the desk office supervisor. In that schedule they have all the info about the set-ups/repairs that they have to perform that day. At the end of the day they have to hand in back the paper with their work and the fulfilled tasks in that day, and the unfulfilled tasks are postponed for the next day or they are assigned to multiple employees with higher experience so it can be solved as soon as possible.

Advantages:

This type of simple organizational structure enables the owner to be fully responsible of the management. Most of the decision are taken by him and the company view depends on his management style. Being a small company allows the manager to have all the power, because his responsibilities are not so complex and he can manage them by himself. As well this structure ensures the best communication between employees and saves a lot of time.

Disadvantages

Being a company where the manager takes the most important decision without consulting anyone can be a matter of time until his first mistake. As well if the business grows the responsibilities become larger and more complex. In this case the manager will need to hire another person who is able to help him to solve all the problems.

Organizational Design by Function

http://smallbusiness.chron.com/meaning-organizational-structure-3803.html