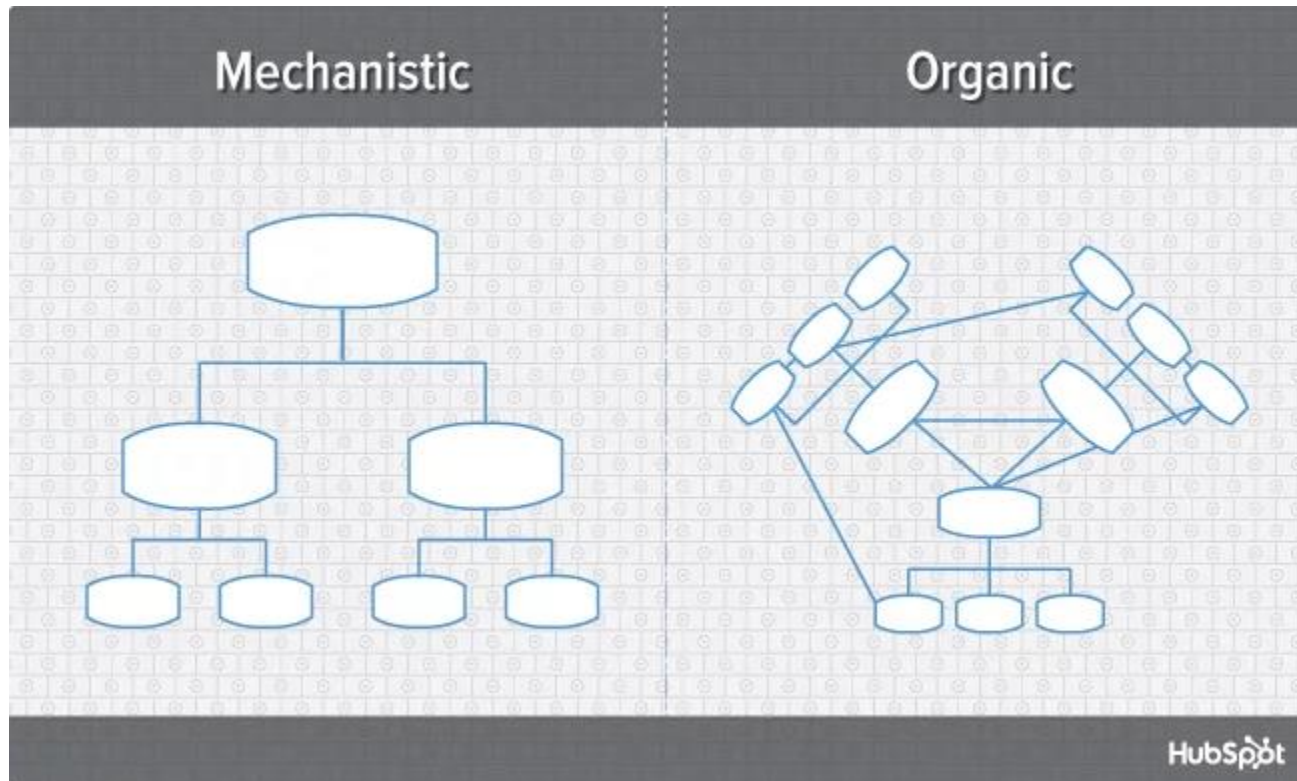# Professional Issues in IT

Organizational Structure

Organizational Structures – two ends

Mechanistic / Bureaucratic Model

- Narrow spans of control
- High centralization, specialization and formalization
- Quite rigid in what specific departments are designed and permitted to do
- Specific standards and practices (Formal)
- Clear chain of command

Bureaucratic Model

- Central authority in bureaucracy makes it effective in organizing.
    - When the organization is growing
- Standard Operating Procedure. – efficiency and predictability

Bureaucratic Model

- It can hamper achievement of results in time.
- It breeds boredom and can affect productivity. –same routine – less productivity
- It results to passive and rule-based human beings. (restricts freedom of individual)

Organic Model

- Wide spans of control
- Decentralization – decision making
- Low job specialization, Loose departmentalization, Less formal
- Chain of command?
  - Sometime might be difficult to decipher
- Not much direct supervision
- Cross functional teams
- Emphasis on expertise rather than authority

Organic Model

- Very flexible and able to adapt to changes
- Suitable for low complexity organizations
- Small professional companies
    - Software houses
    - Advertising agencies
- Also common in academic institutions
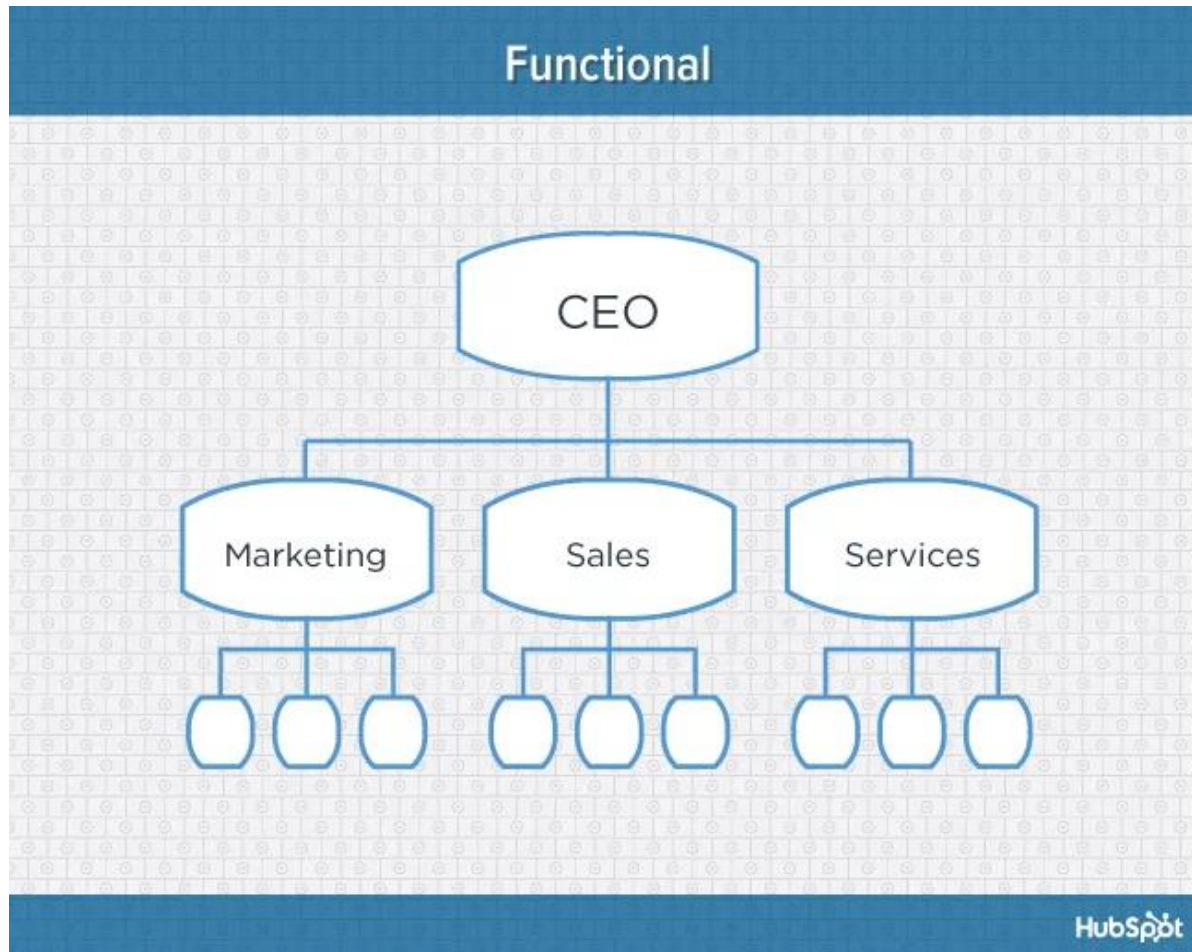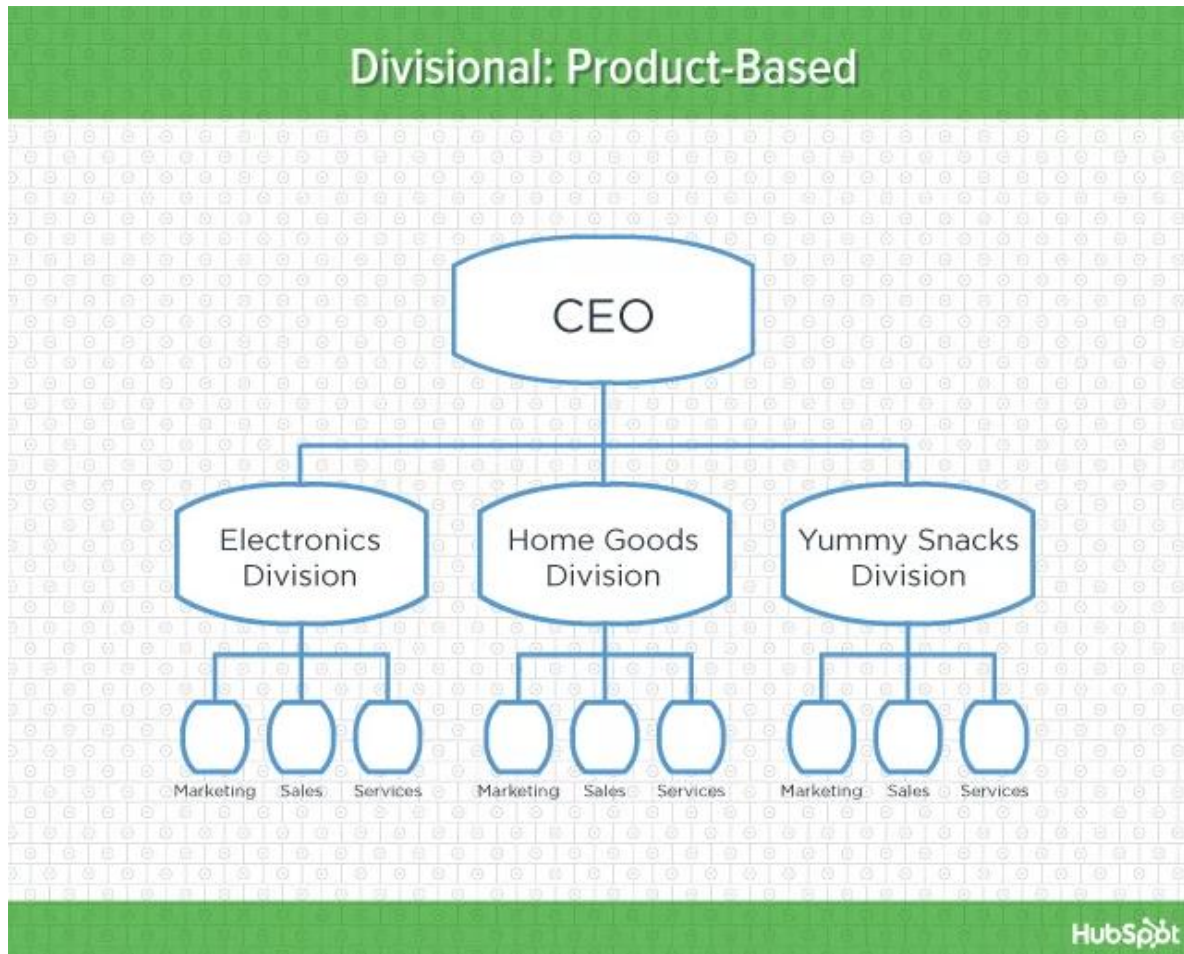
Specific Structures

- Functional
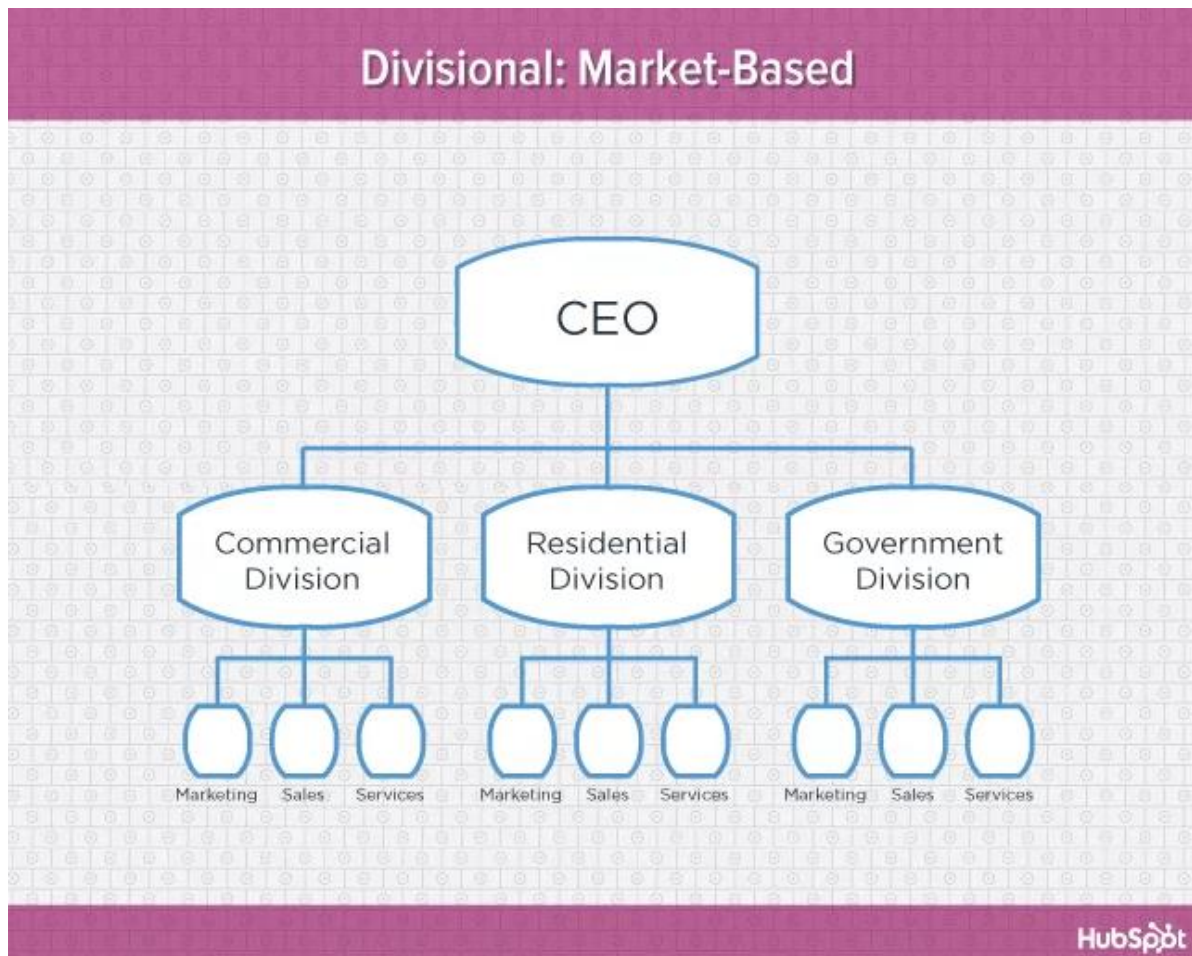- Product based
- Market based
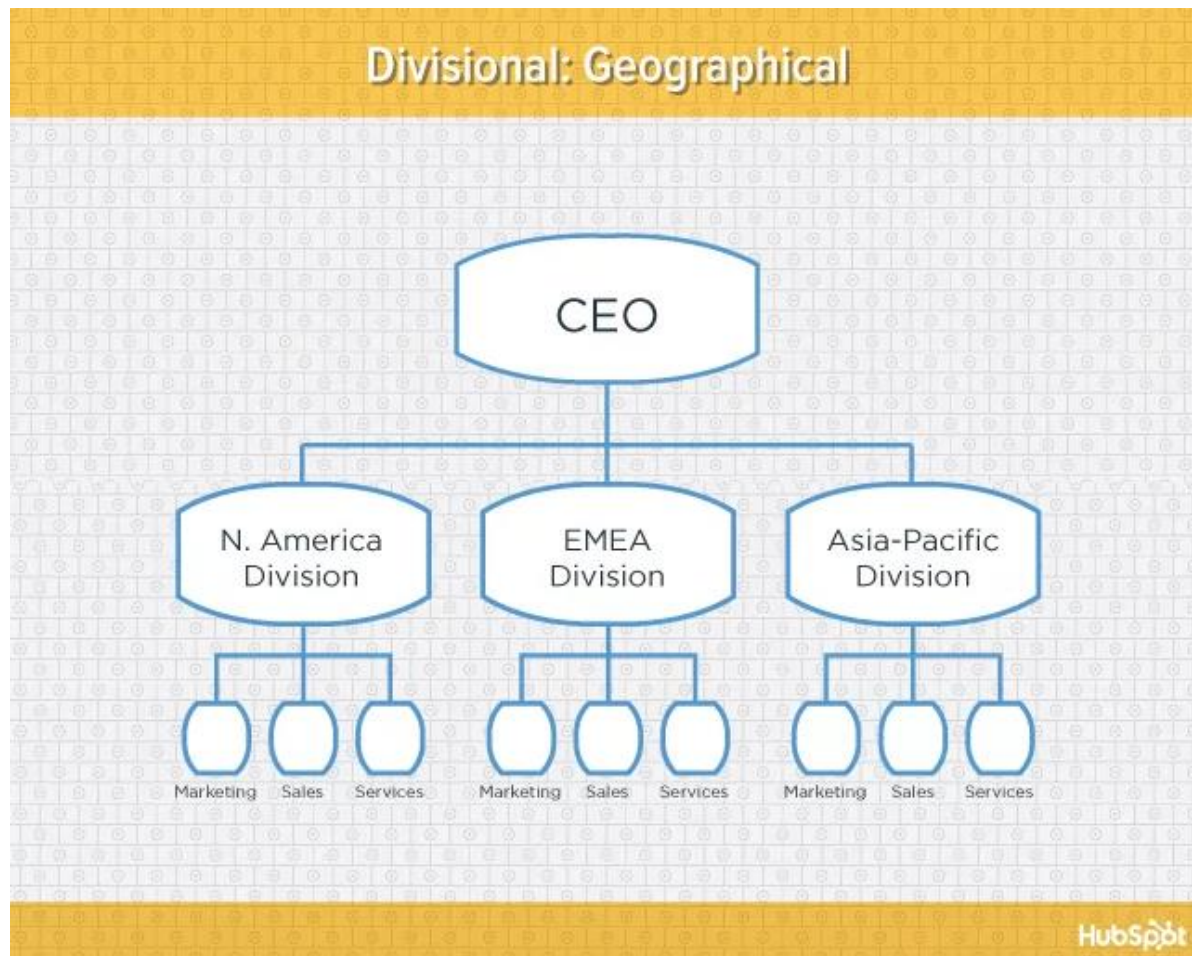- Geographical
- Matrix

Functional

Product Based

Market Based

Divisional: Market-Based
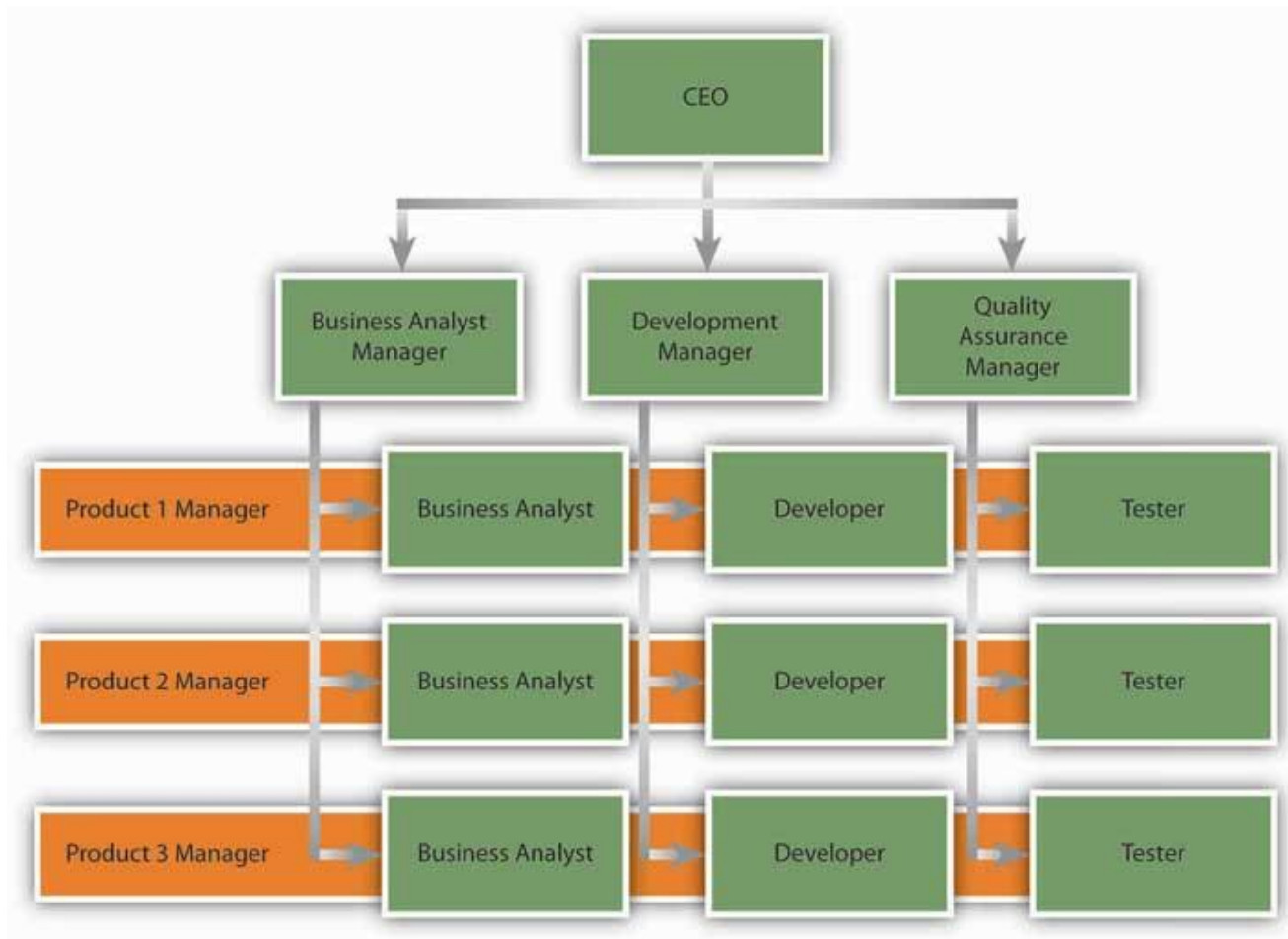
Geographical

Matrix Model

Compare different models

- Functional
- Product based
- Market based
- Geographical
- Matrix

Reference

- Frank Bott - Professional Issues in Information Technology – Chapter 4
- https://blog.hubspot.com/marketing/team -structure-diagrams