Eric Tomms uses a functional departmentalization structure. A functional departmentalization is where staff are grouped on what they do. Eric Tomms split his business into 3 departments, marketing, accounts and production. These departments do different functions for the business which means that this is a functional departmentalization.

A suitable alternative departmentalization structure is a hybrid structure. This means there can be a central marketing and accounts department, but the production department can be split up into 5 divisions, one for each plant. This allows each plant to be independent to each other and have use specific efficiency improving techniques but also not have a marketing and accounts department for each plant, which is unnecessary. It is unnecessary because all the plants likely have the same customers or make the same products so one department can easily handle all 5 plants.