



ORGANIZATION STRUCTURE

Organization Structures

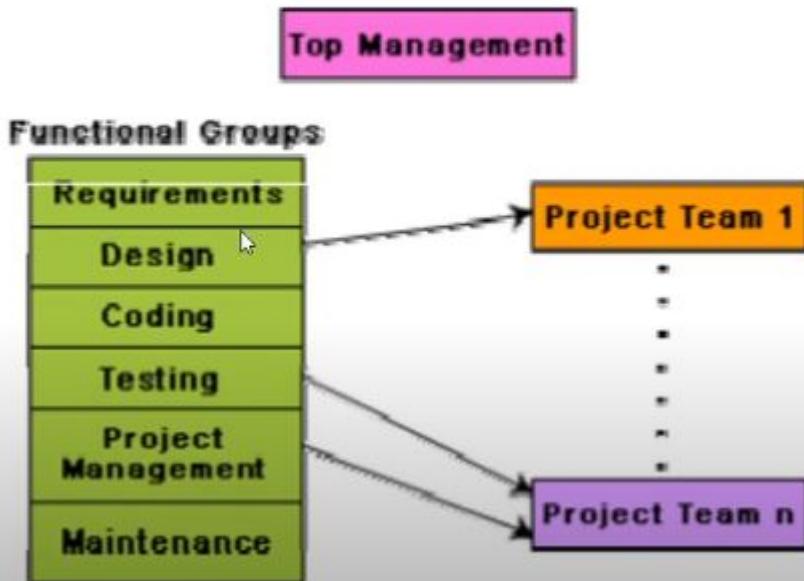
- Functional Format
- Project format
- Matrix format

Organization Structure

■ Functional

- Engineers are organized into functional groups, e.g.
 - specification, design, coding, testing, maintenance, etc.
- Engineers from functional groups get assigned to different projects

Functional Format



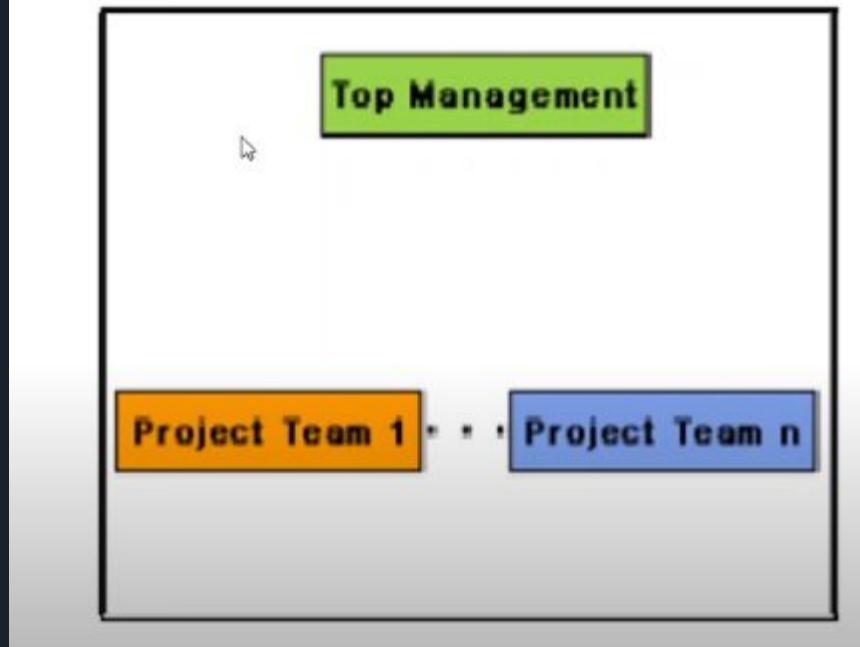
Advantages of Functional

- Specialization
- Ease of staffing
- Good documentation is produced
 - different phases are carried out by different teams of engineers.
- Helps identify errors earlier.

Disadvantages of functional format

- Difficult to fill slots for some roles
- Projects requiring specialized domain areas
- Not suitable for small organizations

Project format



Project

- Engineers get assigned to a project for the entire duration of the project
 - Same set of engineers carry out all the phases
- Advantages:
 - Engineers save time on learning details of every project.
 - Leads to job rotation

Matrix format

Functional group	Project			
	#1	#2	#3	
#1	2	0	3	Functional manager 1
#2	0	5	3	Functional manager 2
#3	0	4	2	Functional manager 3
#4	1	4	0	Functional manager 4
#5	0	4	6	Functional manager 5
Project manager 1	Project manager 2	Project manager 3		



MATRIX FORMAT

- >Provide the advantages of both functional and project structures.
- >The pool of functional specialists are assigned to different projects as needed.
- >The deployment of the different functional specialists in different projects can be represented in a matrix .
- >The project manager needs to share responsibilities for the project with a number of individual functional managers.



BENEFITS

1) Clearly Defined Objective:

Matrix teams from inception always have a defined objective. The objective can range from the introduction of new lines of products to the creation of new strategies. Whatever the aim might be, it is always clearly defined from the beginning.

2) Fosters communication and cooperation among staff:

If you run a matrix organizational structure for your firm, it allows your staff members to come together and jointly work to achieve a common goal.