**INFO 8990**

**Culture, Roles, and Structure in Digital Industries**

**Mid Term Exam**

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**Part 1**

**Q.1 What is flat organizational structure?**

Ans:

**Flat organizational structure:**

When there are few or no tiers of administration between employees and executives or firm owners, the organisational structure of a corporation is said to be flat organizational structure. The organisation has less hierarchy as a result, which may encourage a more flexible and collaborative work environment. Traditional hierarchical organisations, on the other hand, have multiple levels of management, each with duties and authority over decisions.

* Employee motivation and work satisfaction in a flat organisation may rise when there is more autonomy and responsibility. Because there is less bureaucracy, employees may communicate directly and readily with senior management. This could facilitate the development of an open and transparent corporate culture.
* Despite fewer administrative processes and often faster decision-making, a flat organisational structure can occasionally be more effective. This might be highly helpful in fields like technology or startups where making quick decisions is crucial.
* A flat organisational structure, however, may have serious drawbacks. Staff employees might not know whom to turn to for guidance or help if there are no clear lines of authority. For new hires who aren't familiar with the organisational structure or culture, this might be especially challenging. Likewise, in the lack of clearly defined lines of duty, it may be difficult to hold employees accountable for their actions.
* An open and transparent communication plan must be established for a flat organisational structure to be successful. Among other things, this entails creating clear roles and responsibilities, having regular team meetings, and always having higher management accessible. Having a hierarchy in place for decision-making may be advantageous, even though it is less formal than a typical hierarchy.

A company's ideal organisational structure often promotes teamwork, adaptability, and creativity. The benefits and drawbacks of developing this kind of structure must be properly considered.

**Q.2 Using the career plan for yourself that you created in the second assignment of our course, edit that plan to become the career plan for your friend, the web developer, taking into is consideration any effect a flat organizational structure will have on the plan as well.**

Ans:

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| --- | --- | --- | --- | --- |
| **Goal** | **Action Steps** | **Timeline** | **Outcome** | **Status** |
| **Short term goals** |  |  |  |  |
| 1.Improve proficiency in React, Java 8 | Complete an online courses on React and Java 8, attend React workshops, and build a small React project | 3 months | Gain proficiency in React, which is a widely used technology in web development |  |
| 2.Contribute to the team code configurations | Work on a team project and submit pull requests for code review | 1 month | Learn best practices for writing clean and maintainable code, and become familiar with the team's development processes |  |
| **Long-Term Goals** |  |  |  |  |
| 1.Become a technical lead | Take ownership of a project and provide technical guidance and mentorship to junior developers | 1 year | Develop leadership skills and become recognized as a technical expert in the organization |  |
| 2.Expand skills to include backend development | Complete online courses on server-side development with Node.js, and work on a team project that involves backend development | 6 months | Become more versatile as a developer and take on a wider range of responsibilities. |  |
| 3.Develop a personal brand as a developer | Create a personal website and blog, and participate in open-source projects | Ongoing | Build a professional network, showcase technical skills, and become recognized as a thought leader in the industry. |  |

A flat organisational structure can give web developers more freedom and opportunities to take on leadership roles because there are fewer administrative tiers to navigate. Because there may be less available assistance and coaching, web developers must be responsible for their own professional development. This career plan covers the actions necessary to achieve both short- and long-term objectives. While the short-term goals are focused on enhancing specialised technical skills and project management abilities, the long-term goals involve widening capabilities to include full-stack development and taking on leadership duties within the organisation. A web developer may be able to succeed in their career if they operate in an environment with a flat organisational structure and set attainable goals.

Citations:

1. PPT slides from the course material from eConestoga for Cultural roles and Structure in digital Industries.
2. Assignment 2 answers from the course.