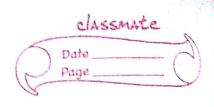
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13/02/18	Centralized & decentralized authority
131	4.60.000
#	Fayor's bridge
	Icular chain in the organization spricture provides for straight
	chain of command that extends unbeoken from the ultimate
	officer to the lowest ranky. It demants clear line of authority.
***	contingency variables affecting structures
	The mon-
	- Mechanistic Organization
	- Deganie organization
	Mechanistic organization (Beneautratic)
	- natural renut of combining of six elements of muchus.
	- chain of commonly
	- show of control is decreased.
	- mall, valying, specialized job (Bandardized)
	- tall organization
	and the same of th
	Olganic organization
	- Highly adaptive four that is to as loose & presible as the
	mechanistic organization is rigid and stable.
	- jots oue unt standardine.
/	- handles specific problems.
	and the transplant of the company of the contract of the contr

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Historical opinions about organi;	zastral effectiveness
Ceffectivenen determined by	product maping carin,
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Henri Fayor	
Clear authority & discipling	1
Elton Adayo	The same state of the same sta
Employee satisfaction	
	and the state of t
* Officiency is doing things right	· Control of the Control
* Effectivenes is doing eight their	
Effectiveness -	
- Su abstract concept.	The state of the s
- Virtually impossible to mea	sule.
- Committee on a land	Alberta arms (198)
deproaches to organizational es	ffectiveness
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approach Resource	
Approac	h was a supplied to the supplied of the suppli
Multi- Social	
countituency constru	
approach approach	W and a such a
	The first of Alexander
Groat approach - Uses organizat	Soual goals on the
viteria for effectiveness. Coals	are clear time bound a meanuit
System resource approach - othis	lify to take advantage
of the anivenment - allowing	I organization to
gain scarce and valued a	expure .
dulti-compituency approach - 1	ecognizes the many
stakeholders and that each	may emiliar effectivens
owing diff criteria	The state of the s
Exial combruction approach-B	rengal a Horarula. De horas
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Eufernal process approa	ch - Gellech'veness is the ability to exect
at internal efficiency.	ch - Effectiveness is the ability to exect coordination, Unfiration.
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Competing values model	etica de la constituida del constituida de la constituida de la constituida del constituida de la constituida del constituida de la constituida del constitu
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Some indicators of effectivene	<u>**</u>
· Productivity	1 - 1 - 4 - 4 - 1
· Absenteeisur	
• Junover	- 100 - 100
· Deviant workplace be	haviou
· Tob satisfaction	
· Organizational citizen	ship behaviour
· ·	7.80



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(Benefits of an effective organization
	Senetits of an effective organization - Surproved profitability
	· Incuard cusponer retention
	· Reduced customer complaints and warranty claims.
	· Reduced corts through less waste, rework.
	· breater market share
	· Increased employee involvement and patisfaction, lower turnous
	Summany
似	. There is no one early and complete way to arres
	how well an organization's strategy is working (determining
	an organization's effectivenen)
	· Multiple approaches to assessing effectiveness as preferred.