**Interview Questions**

1. Every organization works to achieve a particular goal, what is **[Company’s Name]** goal?

Searlecompany goal is to be No.1 company in the subcontinent region in pharma manufacturing market.

1. What type of commercial organization is **[Company’s Name]** (sole trader, partnership, cooperative, limited company).

Searlecompany is a listed company in PSX

1. Which organizational model does **[Company’s Name]** follows? Is it a bureaucratic organization, organic organization or matrix management?

Bureaucratic Organization

1. If it is a bureaucratic organization, can you briefly define the hierarchy that is followed?

Hierarchical with traditional authority

1. If organic model, how does the organization manage and organize the work?

n/a

1. Which structuring principle does **[Company’s Name]** follows? (Structure by function, geography, product-line, market sector, technology, technology, operations)

Product line, market sector

1. In accordance to the model and structure that is followed by the organization, do you think it is an effective approach? If not, suggest some other model that you think might be effective for the organization.

It’s effective as it is already in Top 3 pharma manufacturing company in the country

1. What are the issues that are faced by the organization as well as the employees due to the current model and structure that is followed?

Too much authoritarian environment.

1. How does the organization handle those issues?

Digitization, Digitalization

1. What is the depth of structure i.e., how many layers there are in an organization?

Depends on Function, link business have approx. 6-7 layers, while support have approx. – 3 layers

1. Is the organization centralized or decentralized? What are the benefits of it? Are there any issues because of it? What are the issues and how are they tackled?

Centralized – relevant managers are empowered for resolution of conflict in case.

1. If company faces any issue regarding the structure it follows, how does it handle it in the light of law and legislation?

Yes

1. What is meant by Organization Structures? and why have you chosen **[Company’s Name]** (opening question)