**Uses within an organisation**

**Matrix organisation**

Matric structure is a dynamic model where employees simultaneously report to both functional managers and project managers. It helps to optimise resource allocation, leverages specialized skills and encourages cross functional collaboration.

Matrix structure is good for organisations that

* has complex projects,
* has to adapt to rapid change like innovation or technology driven sectors,
* value cross-functional collaboration
* has diverse skills set
* has customer-centric approaches

**Functional organisation**

This structure groups employees based on their specialised skills like marketing, finance or operations. It is efficient as employees concentrate on their areas of competence and use in depth knowledge and proficiency within each function.

This type of organisation is good for

* stable and mature industries where standardisation and specialisation is essential such as manufacturing, utilities and traditional service sectors.
* with clear functional specialisations such as accounting in financial services or R&D in pharmaceuticals
* where efficient resource allocations is primary goal and duplication of efforts amongst different departments is minimised
* with low complexity (simple and straightforward) operations
* with limited need for cross functional collaboration